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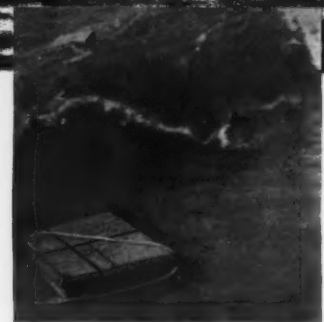


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CONNECTICUT INDUSTRY

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WHAT PRICE ABSENCE?

So much has been said already about absenteeism that it is difficult to present any new evidence as to its causes or remedy. Nevertheless any robber of time and production as successful as absenteeism deserves as many preventive measures as good management normally gives to the elimination of poor materials, faulty workmanship, high cost tooling, poor accounting, packing or shipping practices. The need to reach the irreducible minimum of "days off the job" is readily apparent during these critical war days when we throw the spotlight on a few statistics.

Take the vital shipbuilding industry. In 1942, according to figures quoted in the March issue of Fortune Magazine, enough man-days were lost by workers to have produced better than four ships per week or 208 annually. In terms of tonnage, the loss from all types of absence totaled 2,000,000 tons, or approximately $\frac{1}{4}$ of last year's production. Think of the manpower and firepower which might have been transported to hasten Rommel's departure from Africa or shorten Nippon's days in her strongholds around Australia! Think of the present striking power against our greatest menace—the submarine—if two million tons of highspeed convoy boats had been built last year instead of losing those hours forever through absenteeism!

In the aircraft industry one bomber plant with an absence record of 10% has been losing enough man-hours to produce 36 bombers per month, or enough if given to China, to launch a telling campaign of destruction against Japanese key production centers.

In a recent objective effort to locate industrial plants where management, working with employees, had maintained a steady average of less than 2% lost time due to absence, or had been successful by various means in reducing absence by 50%, the editors of Factory and Industrial Management discovered that the present average rate of absence from all causes was around 6% as compared with an estimated 2% peacetime average. When our war workers total 20,000,000 as they will this year, a 6% absence rate based on a 48-hour week will mean the equivalent of losing the labor of 1,200,000 workers—a cost we can no longer afford in this crucial year.

The reasons why people are not "on the job" may be catalogued by the score, but the first important point to discover is the number of absences which may be considered inexcusable and how many legitimate. Reducing the number of inexcusable absences as well as those considered excusable will involve much painstaking personalized effort to correct faults of management as well as employees. The job of winning this war is bigger than the pride of management or workers—too big to quibble over what fraction of the fault lies at the door of either group.

Foremen, either alone or in cooperation with personnel men and labor-management committees, wherever the latter exist, can show a reduction of 50% or better of inexcusable absences. The fact has been demonstrated already in a number of companies, including several in Connecticut. The so-called excusable absences, like various types of illness and accidents which account for approximately 50% of all absences, have been materially reduced by action of management in establishing a firstclass health department where men and women may receive free examination and advice before they actually become too ill to report for work, or which may assist in reducing lost time from illness or accidents. Since much illness is caused by mental conditions either in the worker's family or in connection with his work, it is just as important to undertake to remove the causes as it is to furnish health provisions. Anything which may be done to make the hours of work more interesting will pay handsome dividends. For a company to take its employees into its confidence on many matters pertaining to the business is a great morale builder. It increases confidence on the part of the employees and makes for loyalty, increased production and less time lost. Accident prevention programs, already functioning to good effect in many plants to reduce the number of accidents inside the factory and out, may be intensified where now in effect and inaugurated in many plants where too little attention has been given to the serious implications of lost-time accidents.

What price absence? No one knows definitely. It may have meant the loss of battles already. It will most certainly mean a delay in building the tools that will win the war, which means more of our boys will die because of lack of the war implements which we didn't make fast enough. It means, too, that millions of men have lost many more millions of dollars that they might have invested in war bonds for the purchase of some useful items after the war. Everyone may also have less to eat because of it. Whatever the causes of absence from work, we of management and labor can reduce the toll by millions of man-days, many lives and dollars if we will but tackle the job with the same drive now being demonstrated every day by our boys in Africa and on other battlefronts on the high seas and in the Far East.

W. Fred C. Fuller

President.



INDUSTRY CAN HELP WAR GARDEN PLAN

By HENRY B. MOSLE, *Director of Food Conservation, State Defense Council*

TO understand the purpose of the War Garden Plan sponsored by the Defense Council and the Extension Service it is necessary to realize its objective—which is to increase the total food supply and especially the supply that will be available to Connecticut people next winter.

The food outlook is not very encouraging. In 1942, unhampered by wartime restraints and aided by the

best all-around weather for years, American farmers responded to Secretary Wickard's appeal made soon after Pearl Harbor for more food by producing the largest crop ever harvested in this country.

Present day rationing must be considered in relation to this fact and the further fact that only about 10% of this phenomenal production in 1942 was devoted to non-civilian purposes.

In 1943 we can be sure of no repetition of the favorable weather experienced in 1942. Further, the Selective Service Act and especially the widening disparity between earnings obtain-

LAST YEAR'S appeal to plant "War Gardens" induced very few new gardeners to take up spade and hoe. This season, however, those who disregard the warning of impending food shortage may find themselves in the position of the grasshopper in Aesop's fable. *Connecticut Industry* prints this article in the belief that its contents will prove of value to manufacturers in organizing War Garden and food preservation movements among their employees.

able in industry and on the farm have made deep inroads on farm labor. Already there are some two million less men on American farms than a year ago. Simultaneously, less machinery and fewer parts, no new labor saving machinery, fertilizer with less nitrogen in it and a lot of time-wasting governmental restrictions are all contributing to a lessened agriculture efficiency and the retirement of some farmers from the field.

The agricultural goals program which aims to increase agricultural production some 20% or 30% provides no solution of any of these difficulties. Very few persons, if any, expect performance to approximate the goals that have been set, except in a few favored fields such as hog production. Yet lend-lease and Army requirements are now contracting for 25% of the production goals, including 50% of all canned goods. The base upon which the rationing system may have to rest in the coming year can be very substantially smaller than the present base, though some Americans consider the present minor restrictions, designed to equalize distribution, as providing an inadequate individual ration.

Connecticut which is not self-sufficient with respect to its food supply (except as regards milk, eggs and poultry; vegetables during the summer months and to a lesser extent apples and potatoes) is in a weak position should food shortage become general. As was the case with fuel last winter, Connecticut is at the end of

the transportation line for food in winter time.

Much could be done to aid and stimulate commercial production of food-stuffs in the State, especially in relation to our established food industries such as the dairy and poultry and truck gardening. But the need here is for a new public understanding of the problems involved and an expression of a different public sentiment which would first have to be accepted in Washington before effective action could be expected. Unfortunately, understanding may not develop until too late to save an essential part of some of our longer term industries such as the dairy industry and the State must prepare to meet increasing deficiencies and failures of supply by extensive extraordinary effort. It was with this need in mind that the Defense Council and the Extension Service launched the War Garden and Home Preservation of Foods Plans.

The War Garden Plan is essentially an effort to get the people of Connecticut individually to supply some of their own food requirements by their own efforts. As set up, there is a State Advisory Committee of which Mr. Elliott Platt of the Department of Agriculture is chairman, and the author of this article executive secretary. The plan itself calls for the creation of War Garden Committees in the various towns to adopt and administer such a program as best meets the situation locally. Contact was established in the towns through the agricultural chairman of the Local Defense Council. No fixed plan of operations was laid down, it being felt that conditions in Connecticut towns varied so widely that a general plan imposed from on top would suit local conditions and the independent temperament of Connecticut people less adequately than a committee and plan of action devised to meet local needs. Such committees have either elected their own chairmen or remained under the guidance of the Agricultural Chairman of the Defense Council in the town. Many of the committees are set up on functional lines while others represent organizations and interests in the town that can sponsor a gardening program or are interested in the general welfare. Still others, recognizing the limitations on travel, are set up on a regional or area basis.

The first duty of these committees is to acquaint the inhabitants of the various towns with the essentials of

the food situation and with the objects of gardening this year. Committees are being asked to enroll all gardens in their towns. Such enrollment when properly conducted serves two purposes: first, the committee itself becomes acquainted with the dimensions of the problem which they must meet for land, for services such as plowing or for further educational effort; and, second, the information obtained will enable the State another year to obtain valuable supplies such as pressure cookers for canning, small tools, an adequate supply of fertilizer and seed, etc., with less difficulty than is being experienced at present. Committees are also being urged to establish an information center where inexperienced gardeners may obtain fundamental information and experienced gardeners may learn what to use in place of materials, such as insecticides, not now available due to the war. Committees are also being told to urge all gardeners to place their orders for seed and other supplies early so that their needs can be met on time or substitutes provided before it is too late.

Technical information is being supplied solely by the Extension Service. While much of the information publicized by Federal Agencies is excellent, it is felt that in too many cases the information as given is not especially adapted to Connecticut conditions. Since a wealth of technical information of the best sort is available here everyone is urged to follow suggestions and practices which over a long number of years have proved best

in this State. Individuals would normally obtain information and technical assistance from their local War Garden Committees which in turn obtain pamphlets, bulletins and other technical information from the County Farm Bureau Offices. The material in all cases is prepared by competent members of the staff of the Extension Service and with respect to gardens is passed on or prepared by Mr. Albert E. Wilkinson, Extension Specialist in Vegetable and Landscape Gardening, who is the head of the Technical Division of the War Garden Plan.

No especial effort has been made to launch community gardens as such, the need for them being left to the local committees for decision. Many industrial concerns, however, with a justified concern for the good of their employees are interested in promoting community gardens adjacent to their plants or in areas convenient to the homes of their employees. Industrial concerns can be helpful in a number of ways. Community gardens require a considerable amount of organization. Suitable land must be obtained, competent technical direction on a paid basis provided, arrangements for preparing and fertilizing the land made, plots allotted, gardens policed, seed and insecticide purchased and participants enrolled. All of this requires both foresight and financing—things which industrial management would be well qualified to provide.

Perhaps the most essential service an industrial concern can perform at

(Continued on page 31)



THE HOME GARDEN should be a family affair. Many of the small jobs of planting and caring for the garden can be shared by the youngsters. And everyone gets a full measure of health-giving exercise and fresh air.

IMMEDIATE AND MAXIMUM UTILIZATION OF WOMANPOWER

By MISS ELLEN DAVIES, *Personnel Manager, Chase Brass & Copper Company.*

MUCH interest has been stimulated throughout our country within the last year and a half on the subject of the use of womanpower in furthering the War effort. The glamour jobs involving Rosie the Riveter and Winnie the Welder have been pointed up in every Sunday supplement. The time has come, however, to put some emphasis upon another angle of this problem, namely, the utilization of womanpower not only in War industries but also in the less essential industries. These industries involve the essential services that are required to maintain minimum living standards in a community and in the nation. The utilization of womanpower in these services means that everywhere a woman replaces a florist, or a shoe clerk, or a milkman, men are released to perform the more arduous tasks in the War effort or to enter the Armed Forces.

The success of the war effort during the next six months will depend upon

the speed with which more and more women will become a part of the services related more or less indirectly to the War effort, but involving tasks very vital to our national life.

In the thirty-two areas which have recently been designated as areas of critical manpower shortages the problem is twofold. It involves the immediate and maximum utilization of women in the lesser industries as well as the War industries and it is to the problem of the latter group that I should like to direct your interest.

The problem of the recruitment of sufficient womanpower will be handled very largely by the United States Employment Service under the direction of the War Manpower Commission. Paul V. McNutt, Chairman of the War Manpower Commission predicted at a speech which he made at Franklin Institute late in February that eighteen

million women will be in jobs by the end of 1943. That is an astonishingly large number of women and indicates the seriousness of the manpower problem.

Mr. McNutt said, "We shall need the housewife, the school girl, the college graduate—every woman whose family can possibly spare her.

"What is a War job for a woman? The answer is any job, with a few exceptions, that ordinarily would be filled by a man. In fact, out of 1,900 War occupations, only 56 are unsuitable for women. Women are needed now, not only in factories, but in transportation, restaurants, hospitals, social welfare, laundries, dairies, and other lines of civilian service. Age need not be a barrier. In many factories women of fifty-five are working side by side with girls of seventeen and eighteen.

"Industry should make some necessary changes in schedules. As yet little has been done in employing women on

GIRL OPERATOR turning down die on lathe (left) while girl in right hand photo operates a lathe for facing and turning the heads of shell cases.



a part time basis."

In the preceding quotation, Mr. McNutt has pointed out one aspect of the recruitment program which deserves special attention. If sufficient womanpower is to be found to meet our national needs, every area in our country where critical shortages exist must devise means to absorb workers on a part time basis and must develop a sufficiently flexible in-plant program to permit the absorption of these women into our industries on a basis *satisfactory to the women* rather than on a basis satisfactory to industry alone. For example, in our own organization we find women who can give four hours a day but who could not possibly arrange to give six or eight. We have, accordingly, hired women in pairs for each eight hour shift. When they work depends upon which period is most convenient for them, and since many occupations in War industries involve a comparatively short learning period and no loss of production in the transfer from one operator to the incoming operator, it is comparatively simple to accommodate our needs to the periods in the day when these women can work. Foremen can be particularly helpful in suggesting work periods flexible enough to assist in filling the needs for manpower in this way. It is wise to consult them and to profit by their suggestions.

Of all the steps in introducing women to occupations formerly assigned only to men, the most delicate is that which inducts them into the skilled trade groups, such as welding, lathe operating, milling, drilling, etc. The improper introduction of women into this sphere can become a boomerang and create such dissatisfaction as to offset the advantages of such a plan. From the applicants referred to us we selected the older women—that is, those over 40. At the beginning we felt that the older women would display a greater sense of responsibility and be able to cope with the problems of adjustment better than less experienced girls.

How did the men like all this? Well, for the first few hours there was naturally quite a lot of speculation and comment, but since we had discussed our plan with some of the older employees in the department and with the employee representative of the room, there was not quite the disruption we had anticipated.

Our experience with the women in the tool rooms was such a happy one



MISS ELLEN DAVIES

that we decided to try to find laboratory assistants who could be trained to do metal testing, also to employ women to do chemical analysis on solutions used in the process of fabricating brass.

Three other problems uppermost in the minds of managements who have only recently begun to employ women are wages, hours of work and training and safety practices. It is now accepted that women should be paid on an equal basis with the men for equal work performed. This must be adjusted, of course, if the question of extra service, such as material handling by floor-men, or special machine adjustments must be made, in order to employ women in certain occupations.

The occupational analysis section of the Bureau of Employment Security has made a detailed analysis of 1,858 different occupations in 21 war industries in order to determine the occupations suitable to women. The study reveals that a very large number can be successfully performed by women. The greatest barriers to women are on those jobs requiring unusual physical exertion and hazardous conditions of work. In occupations requiring long training periods, certain phases or steps in the job can be separated and taught within a reasonably short time. Women have proved themselves very adaptable in occupations requiring the reading of blueprints and the use of gauges and micrometers. There is already a shortage of experienced operators for milling machines, drills, light lathes and chucking machines, boring, reaming, tapping, threading, grinding, buffing machines and punch presses. There

will be a constantly increasing need for women who have a knowledge of the setting up and operating principles of all types of basic production machines. Private employers are fast realizing that they cannot depend entirely upon government defense training to supply them with large enough groups of trained women; consequently, many of them are establishing classroom training for new employees as well as those being transferred within the plant to jobs requiring new skills. Others have enlarged vestibule training plans so that new employees are trained on machines under an expert instructor but without the pressure of work of a regular production department.

A summary of the important steps in the maximum utilization of womanpower follows:

1. A careful job inventory will disclose jobs where replacement of men will be required because of the acute need to enlarge the Armed Forces.
2. Careful and accurate job analysis and job specification will disclose jobs where women can and must be used.
3. Women workers must be selected carefully with regard to their physical, mental and emotional capacities.
4. Absenteeism will result if women have a transportation problem which has not been met, or if care of their children has not been arranged for.
5. Supervisors and male workers must be sold on the idea of women workers before they are inducted into war jobs.
6. Training programs must be worked out to meet the emergency needs and women workers trained early enough so that there is a minimum loss of production.
7. Women should be paid at the same rate as men for equal production and skill.
8. Plant facilities and working conditions must be such as to attract and hold desirable women workers and *arranged for before* women are employed at the plant.
9. The four classes of womanpower must be drawn from the traditional group, older women, handicapped women and colored women.
10. Finally, hours of work must be so arranged that women will be able to carry on in war jobs for years if need be and that everything necessary must be done to sustain the morale which is so essential if we are to conclude our war effort in *Victory*.

TREAT IT EARLY

APOTENTIAL \$4,500,000 saving to the state of Connecticut might have been effected in 1941 had each of the more than 3,000 cancer cases treated in twenty-one tumor clinics made the best possible use of present knowledge and equipment.

This startling estimate, made by Dr. Matthew H. Griswold, chief of the state division of cancer research, forcibly focuses our attention on the need for cancer control. Dr. Griswold based his calculations on the fact that approximately 1,500 of the 3,000 hospitalized might have been cured had clinic services been utilized to the best advantage. Median age of cancer patients is sixty-one years and the average value of men and women to their community at that age is \$3,000, so with 1,500 returned to active life, a saving of more than four million dollars would have resulted.

There is more cancer in Connecticut today than ever. This fact is due to the increase of the average age of the state's population, to the fact that today because of public health measures individuals have a better chance of living to middle or old age, and to the improvement in medical diagnosis and treatment of cancer.

One hundred years ago only one out of every hundred persons died of cancer. The average age at time of death

was thirty-eight. At the present time the average age at time of death has increased to sixty and fourteen out of every hundred deaths are caused by cancer.

An estimated fifty percent of these deaths could be prevented if individuals recognized certain signs of cancer, immediately consulted a competent physician and were given adequate treatment.

The state's cancer program was instituted in 1935. In 1941, the Women's Field Army of the American Society for the Control of Cancer was organized in Connecticut for the purpose of education . . . to arouse interest in the disease and its treatment, to acquaint persons with early signs of cancer, and to stress the fact that early cancer is curable.

These early signs are ordinary enough in themselves. Their danger lies in the fact that persons do not consider them serious since usually no pain accompanies them. Stated simply, they are as follows:

1. Any persistent lump or thickening, especially in the breast.
2. Any irregular bleeding or discharge from any of the body openings.
3. Any sore that does not heal, particularly about the tongue, mouth or lips.
4. Persistent indigestion.
5. Sudden changes in the form or growth of a mole or wart.

These signs often prove to be harmless but the prudent course to take on discovering any one of them is to consult a physician. Some years ago cancer was discussed in the same hush-hush voice with which people formerly discussed tuberculosis. Gradually cancer, too, is coming out in the open, and the more that is known concerning it, the greater number of persons will visit

clinics early and the greater number of lives will be saved.

A healthful sign in Connecticut history of the disease is the slow but regular increase in hospitalization of early cases. Accompanying this increase is a gradual drop in the rate of cancer deaths.

Trend of the cancer death rate for men increased in Connecticut until 1941 when it dropped sharply. The death rate for women rose until 1933, then tended downward through 1937, after which there has been a gradual rise.

The Women's Field Army in Connecticut is attempting to reach both men and women with special booklets prepared for each. Other pamphlets available are of interest both to men and women and may be obtained from any member of the organization.

Connecticut at the present time stands ninth in the United States for cancer incidence. Of the New England States, Connecticut ranks fourth from the top.

Today no state needs all available manpower and womanpower more than Connecticut. And just now, with young men going into the services and many young women engaged in caring for growing children, it has become a necessity that men and women from forty-five to sixty-five enter industry. These are the very men and women most susceptible to cancer. From the point of view of national defense it is vital that they remain in good health and on the job.

Persons successfully treated for cancer have no need for rehabilitation as in the case of many other diseases. They return to a normal active life. It is to acquaint all persons in Connecticut with this fact and others concerning cancer that the Women's Field Army is working.

The Field Army will hold its annual membership campaign this year from April 12 to 18. Membership is only one dollar, which will be used for cancer education . . . to inform Connecticut residents of the fact that early cancer is curable. Additional information may be secured by writing Box 1191, Hartford.



◀ **HE MIGHT BE Joe Smith or Bill Jones.** He might be one of a dozen workers in any of Connecticut's factories. He might be—and probably is—an important cog in the defense wheel of the nation, for he is a skilled worker. He is in the age bracket most susceptible to cancer but knowledge of a few facts concerning the disease will help him to fight it if it strikes.

REVIEW OF RECENT "E" FLAG PRESENTATIONS

Editor's Note: The uninterrupted flow of Army-Navy "E" awards to Connecticut manufacturers is positive indication of the Nutmeg State's vanguard position in the nation's war production effort. Previous issues of *Connecticut Industry* have carried brief accounts of many of the colorful and impressive ceremonies held in connection with the "E" presentations. While it has been impossible to describe the activities of each and every recipient, an honor roll of all "E" flag winners to date appears elsewhere in this issue (page 12). This list has been compiled from information furnished by Senator Maloney's office and from the Association files. We believe it to be correct and complete. If, however, errors or omissions are discovered, it will be greatly appreciated if they are brought to the attention of the editor. It is the Association's desire to maintain, and publish from time to time, an accurate record of companies flying the "E" as a tribute to the splendid achievements of Connecticut's war industry.

Bridgeport Fabrics Honored

At ceremonies held in Klein Memorial auditorium February 3, Bridgeport Fabrics added another "E" pennant to the Park City's growing collection. After Governor Baldwin was introduced as master of ceremonies by Tallmadge N. Wakeman, company treasurer, Brig. Gen. Allen R. Kimball, commanding general of the Jeffersonville Quartermaster depot, Jeffersonville, Ind., presented the pennant, which was accepted by H. Burling Naramore, company president.

Lieutenant Lodge, U. S. N. R. Third Naval district, distributed the pins to a representative employe group. He told of the necessity for working "harder and longer" to prove "to the enemy and to the world that free labor can outproduce slave labor."

Tribute to workers and management for their lack of labor troubles was

given by General Kimball, who has been in service since his 1911 graduation from the U. S. Military academy. He lauded the teamwork which has made possible the production in this company alone of more than 29,000 yards of webbing for the Army.

"The quality and quantity of the work turned out here has easily made you the outstanding producer of this material," he said, adding that there has never been a "rejected shipment" from the company.

Calling the day "the proudest in the history of the company," Mr. Naramore pledged that "where we have worked hard, we shall work harder; mistakes we have made, we shall never make again; records which have been made, we shall break."

Then Paul Carrubba, employe representative, interrupted in his address by

spontaneous applause from the audience, said that the workers intended to

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(Below) THREE recent Army-Navy "E" flag ceremonies. Top—Bridgeport Fabrics, Bridgeport. (l. to r.) H. Burling Naramore, president of the Company; Brig. Gen. Allen R. Kimball, Commanding General, Jeffersonville Quartermaster Depot, Jeffersonville, Ind.; Lieut. John D. Lodge, U. S. N. R.; Paul Carrubba employee representative.

Center—C. O. Jelliff Mfg. Corp., Southport. (l. to r.) Lieut. W. J. Goedert, Army Air Corps; Lieut. John W. Power, U. S. N. R.; Henry H. Rennell, general manager of the Company; Lieut. Col. Howard D. Norris, Army Air Corps; a military aide; Major R. A. B. Heap, Ordnance Dept. U. S. Army. Bottom—Edwards & Company, Norwalk. William Johnson, left, foreman at Edwards, explains a part to Governor Baldwin and Rear Admiral William C. Watts, U. S. N. (ret.) on their tour of the plant following "E" flag presentation early in February.



SIKORSKY HELICOPTER COVERS 761 MILES IN 16 HOURS

THE story of the first cross-country flight in the Western Hemisphere of a helicopter, a flight in which 761 airline miles were covered in sixteen hours and ten minutes flying time as the ship passed over Connecticut, New York, Pennsylvania and Ohio, is related in the March issue of Air Force, official service journal of the Army Air Force.

In the article, C. L. Morris, engineering test pilot of the Sikorsky Aircraft Division of United Aircraft Corporation, tells of the delivery flight last June of the first U. S. Army helicopter from the Sikorsky plant at Stratford, Connecticut to Wright Field, at Dayton, Ohio.

The flight, which covered five days, actually consisted of 16 separate flights. The unofficial American airline distance record for helicopters was repeatedly established and exceeded, finally remaining at 92 airline miles. A new unofficial world endurance record for helicopters was set at one hour and 50 minutes. This last record compares to the official record of one hour and 35 minutes set by Igor Sikorsky, designer of the ship, in a single place helicopter in 1941.

Three weeks before the delivery flight Morris had attained a speed of 82 miles an hour and climbed to 5,000 feet in the same ship so that the 60 mile speed which he endeavored to maintain could best be described as "cruising".

Stops were made at New Hackensack, near Poughkeepsie; Albany, Utica, Syracuse, Rochester, Buffalo and Dunkirk, N. Y.; Erie, Pa.; Perry, Wiloughby, Cleveland, Mansfield, Springfield and Dayton, Ohio.

The two-place ship made the flight without incident, the only mechanical trouble which developed being in the transmission.

Two unscheduled stops were made, and in both instances the only factor considered by Morris were a comfortable house and telephone.

"The size of the available landing field or its surface condition had no influence on where to land," Morris writes.

Because of a storm which cut off the approach to Buffalo, Morris "de-

cided to land and sit it out" near Batavia. This he did between two farmhouses.

Again, a short distance out of Erie, Morris landed to check with his ground party which was traveling by automobile. Here he picked a small field beside the highway he knew his ground crew was following.

Writing of the start of the flight Morris said, "Mr. Sikorsky was not wholly convinced of the wisdom of this flight; he felt that this 'first of-the-type' should be handled with kid gloves and be delivered to Dayton by truck, thus eliminating the potential hazards of a cross-country flight in a totally novel type of aircraft that had had less than twenty flying hours since its wheels first left the ground."

Mr. Sikorsky joined Morris on the flight from Cleveland to Mansfield and from Springfield to Dayton. During the entire flight the ship followed closely the route taken by the ground crew.

"From Albany to Utica was uneventful except for the pleasure of flying safely up the Mohawk Valley with the hills on either side often higher than the ship. I felt like the Wright brothers, looking down from my transparent perch, 200 or 300 feet above the house-tops", Morris wrote.

"Farm yards full of chickens and animals would suddenly become uninhabited as shelter was sought from this strange hawk—but the yards would quickly fill again as houses and barns ejected groups of human beings gaping skyward".

Between Rochester and Buffalo, Morris continued, "The automobile party and the helicopter went down the highway together, the ship flitting ahead to each cross-road to make sure there was no converging traffic to cause danger—then signalling them to proceed without worry at the intersections".

Taking off from Buffalo smoky,

(Continued on page 21)



MESSAGE PICKUP—Hovering only a few feet above the earth, the Sikorsky helicopter developed and constructed for the U. S. Army picks up a message from a young woman.

REHABILITATION OF ALCOHOLICS

Editor's Note: Hope for the rehabilitation of alcoholics—many men whose brilliant minds are now lost to the war effort—is to be found in this brief article. Employers of men suffering from this disease may find it possible to bring about a cure through the method suggested herein.

WHAT about the problem drinker—that fellow who is never on the job when he is most needed because he is off on one of his proverbial sprees? Can he be cured of his drinking habits?

Religious organizations down through the years have made strong efforts to effect his cure—frequently without too much success. Medicine likewise has tried its hand—and here again with little success.

Obviously curing the chronic alcoholic is a hard nut to crack, and more the pity these days when every manhour constitutes a vital link in this nation's attempt to crush the aggressor Axis countries.

However, that nut is being cracked—and wider than ever before—by a nationwide group of former problem drinkers who have banded together in an organization known as "Alcoholics Anonymous".

The organization, founded eight years ago with a membership of only five the first year, now embraces 8,000 members in 200 groups all over the country, practically all of whom at one time were known as "incurable alcoholics", but every one of whom has fought his way back to normal living.

How was this miracle accomplished? Simply on a straight take-it-or-leave-it basis.

When "Alcoholics Anonymous" hears of a problem alcoholic, one or more of its members offer to help him realize a cure. Once the victim of alcoholism expresses a desire to recover, the "Alcoholics Anonymous" does everything in its power to bring this about. However, if the subject does not want a cure, then "Alcoholics Anonymous" keeps its hands strictly off the case.

This attitude is taken because "Alcoholics Anonymous" claims that the first requisite to effect a cure (and it maintains that chronic drunkenness is a disease and not a vice), is a desire



on the part of the patient to get well.

The desire to get well stimulated, the members of "Alcoholics Anonymous" begin to tell the patient bits of drinking lore. In this way they convince the patient that he is talking to blood brothers—alcoholics just like himself.

A bridge of confidence is thereby established, spanning a gap which has baffled the physician, the minister, the priest and hapless relatives down through the ages.

Over this connection, the members convey to the patient, bit by bit, the details of a program for living which has worked for them and which, they feel, can work for any other alcoholics.

And surprisingly enough this program for living has brought about a cure in case after case. In other words, it often takes an ex-alcoholic to cure another.

What "Alcoholics Anonymous" has done in thousands of instances, it now stands ready to do again in this State, especially for employers engaged in war work who find themselves with a number of problem drinkers on their hands.

Employers wishing to avail themselves of this help should write to "Alcoholics Anonymous," Hartford Post Office, Box 592. A special treatise in pamphlet form, offering help to the

employer, may be obtained by employers *only* through writing, on your own business stationery, c/o Editor, CONNECTICUT INDUSTRY, 436 Capitol Avenue, Hartford.

CAUGHT IN THE DRAFT (Wall Street Journal.)

A fellow who had worn a truss for eight years was flatly rejected by his army medical board. Later in the day he was relating his experience to a pal.

"Say," says the pal. "Could you lend me that truss tomorrow? I gotta get examined myself, an—"

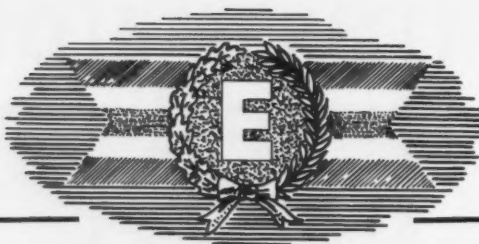
The deal was made and next day the pal appeared before the same doctor. Again the medico wanted to know how long the truss had been worn.

"Ten years," was the reply.

"Okay. Put on your clothes," says the doc, "I'm marking you N. E."

The would-be evader dressed and then, his curiosity getting the better of him, he approached the doctor. "Say," he remarked, "I don't want to be unduly inquisitive, but what's that N. E. rating you gave me?"

"Immediate duty in the Near East," says the medico. "Any soandso that can wear a truss upside down for ten years can ride a camel."—John A. Straley in *The Investment Dealers' Digest*.



HONOR ROLL OF ARMY-NAVY "E" WINNERS IN CONNECTICUT

American Brass Co., The, Ansonia
 American Brass Co., The, Torrington
 American Brass Co., The, Waterbury
 American Optical Co., Norwalk
 American Tube & Stamping Co., Div. of The Stanley Works, Bridgeport
 Andover-Kent, Inc., Middletown
 Ansonia Manufacturing Co., Ansonia
 Atwood Machine Co., Stonington
 Auto-Ordnance Corp., Bridgeport
 Belding-Heminway-Corticelli Co., Putnam
 Bridgeport Brass Co., Bridgeport
 Bridgeport Fabrics, Inc., Bridgeport
 Broad Brook Co., Broad Brook
 Bullard Company, The, Bridgeport
 C. O. Jeliff Mfg. Corp., Southport
 Chandler-Evans Corp., South Meriden
 Chase Brass & Copper Co., Inc., Waterbury
 Cheney Brothers, Manchester
 Chromium Corp. of America, Waterbury Plant, Waterbury
 Cinaudagraph Corp., Stamford
 Colt's Patent Fire Arms Mfg. Co., The, Hartford
 Connecticut Telephone & Electric Co., Meriden
 Corbin Screw Corp., New Britain
 Cushman Chuck Co., Hartford
 Dictaphone Corp., Bridgeport Plant, Bridgeport
 Electric Boat Co., Groton
 Edwards & Co., Norwalk
 Electric Specialty Co., Stamford
 Fafnir Bearing Co., The, New Britain
 Farrel-Birmingham, Inc., Ansonia Plant, Ansonia
 Farrel-Birmingham Co., Inc., Derby Plant, Derby
 General Electric Co., Appliance & Merchandise Dept., Bridgeport
 Greist Mfg. Co., The, New Haven
 Handy & Harman, Bridgeport
 Hanson-Whitney Machine Co., The, Hartford
 Henry G. Thompson & Son Co., New Haven
 Heppenstall Company, Bridgeport
 High Standard Mfg. Co., New Haven

Homelite Corp., East Portchester
 Jenkins Brothers, Bridgeport
 M-B Manufacturing Co., New Haven
 Machlett Laboratories, Inc., Springdale
 New Britain Machine Co., New Britain
 New Britain-Gridley Machine Co., New Britain
 New Departure, Division of General Motors Corp., Bristol Plant, Bristol
 New Departure, Division of General Motors Corp., Meriden Plant, Meriden
 Norwalk Company, Inc., South Norwalk
 Panish Controls, Fairfield
 Perkin-Elmer Corp., Glenbrook
 Pioneer Parachute Co., Inc., Manchester
 Pitney-Bowes Postage Meter Co., Stamford
 Pratt & Whitney, Division, Niles-Bement-Pond Co., West Hartford
 Putnam Woolen Co., Putnam
 Remington Arms Co., Inc., Bridgeport
 Russell & Erwin Mfg. Co., New Britain
 Russell Mfg. Co., The, Middletown
 Safety Car Heating & Lighting Co., New Haven
 Scovill Mfg. Co., Waterbury
 Seamless Rubber Co., New Haven
 Sight Light Corp., Deep River
 Singer Mfg. Co., Bridgeport
 Snow-Nabstedt Gear Corp., New Haven
 Stanley Tools, Division of The Stanley Works, New Britain
 Stanley Works, The, New Britain
 T. H. Wood Co., Inc., South Coventry
 United Aircraft Corp., Hamilton Standard Propeller Div., East Hartford
 United Aircraft Corp., Pratt & Whitney Aircraft Div., East Hartford, Pawcatuck and Norwich Plants
 United Elastic Co., American Mills Permoflex Plant, New Haven
 Veeder-Root, Inc., Hartford
 Wallace Barnes Co., Div. of Associated Spring Corp., Bristol
 Waterbury Farrel Foundry & Machine Co., Waterbury
 Wauregan-Quinnebaug Mills, Wauregan
 Whitney Blake Company, New Haven

* Companies who may have been unintentionally omitted from this list should notify the editor, in order that they may be included in a future issue.

SAFETY TRAINING PROGRAM UNDER WAY

By JOHN F. DREIER, *Associate Field Representative, U. S. Dept. of Labor*

A MAJOR land and sea battle, not generally known, has been fought and lost for all time. The score against us was:

20 battleships
100 destroyers
9,000 bombers
40,000 tanks

Suppose you had read this in today's newspaper. Staggering is a very mild expression. The effect of an actual battle where we lost men and equipment at the rate shown, would demoralize our nation. Yet during the last year, 460 million man days were lost to industry because of accidents which happened to men and women who could have produced this equipment. But the equipment wasn't produced. It wasn't produced because the men and women who could have turned it out were eliminated just as effectively by accidents as though they had been shot down by the enemy.

The time lost is the labor equivalent of 1,500,000 workmen.

We emphasize these figures only to impress the magnitude and effect of the accident problem on industry.

During 1940 when our nation began to feel the ever increasing tempo of industrial acceleration for the war, it was apparent that effective control of the accident frequency rate had to be established. In order to do this on a practical basis, the U. S. Secretary of Labor called together a small group of widely known safety promotion men as well as representatives of labor and federal and state governments. The direct result of the meeting was the formation of the National Committee for the Conservation of Manpower in War Industries.

This committee, operating under the Division of Labor Standards, U. S. Department of Labor, then set up a series of regional offices which in turn, began to analyze the safety problem in each area. It was first proposed that Federal representatives from the regional office in Boston would contact industry in Connecticut for the purpose of making plant surveys in which specific suggestions as to safety would be made to plant management. In addition to this industrial safety training, classes sponsored by the federal government would be set up in the areas where the need was greatest.

The Manufacturers Association of Connecticut, through President Alfred C. Fuller, expressed to the Federal Government the keen interest of the Association in this safety program. He brought to their attention the exceptional efficiency of the Connecticut State Department of Labor and the State Department of Health. It was therefore decided, in view of the excellent inspection set-up already existing in the State, that an Advisory Committee, headed by Mr. Fuller, be formed for the purpose of promoting safety within Connecticut.

The committee, comprised of Mr. Walter S. Paine, Jr., Manager of Engineering & Inspection, Aetna Casualty and Surety Company; Dr. Albert Gray, Director, Industrial Hygiene Division, Connecticut Department of Health; John Ready, Deputy Commissioner of Labor; John Egan, Secretary, Connecticut Federation of Labor; Professor Lauren Seeley, Yale University; and W. Adam Johnson, Manufacturers' Association of Connecticut, then selected the writer, who, as Associate Field Representative for the U. S. Department of Labor, would work under Mr. Fuller's direction in the promotion of safety throughout Connecticut.

Working with Yale and the University of Connecticut, as well as Bridgeport Engineering Institute, Hillyer Junior College and New Haven Y. M. C. A. Junior College, a number of fifty-hour industrial engineering training classes were inaugurated for men from industry. These classes meet once a week for 2½ hours over a period of 20 weeks. Men are selected on the basis of their position in industry to attend classes which are presented through two levels. The first is an administrative course. Superintendents, and their assistants, personal managers, plant executives and others engaged in management are given this training from the management approach.

By far, the largest group to be trained is the shop foremen. This part of the program is directed to educate the department supervisor in the methods used for getting the workman to comply voluntarily with safe practice. Through both levels of instruction, half the time in class is devoted to discussion of mutual safety problems as they exist in the respective

plants of the various men attending. An able class leader, selected from industry for his knowledge of safety engineering, as well as his ability to teach directs discussions in the proper channels so that students can secure maximum benefit in the minimum time.

Over 30,000 men nationally have been trained during the past two years. Here in Connecticut the program has been enthusiastically received by all classes in the areas where the courses have been offered. In one area alone, out of two classes, industry has upgraded 60% of the men completing the training period.

Because this type of instruction has proved so effective in reducing accident frequency when maximum production is most needed for our armed forces, seven new classes throughout the State are now being formed.

Industry can help itself, as well as the war effort, by enrolling men for safety training in a movement which has the endorsement of the Association. Tuition is free.

Classes scheduled thus far are: Hartford, March 9; Meriden, May 3; Waterbury, May 3; New Haven, May 3; Bridgeport, April 2; Stamford, March 30; Danbury, April 2.

Complete information can be secured by writing Association headquarters, 436 Capitol Avenue, Hartford, Conn.

The following list indicates the sources from which photographs, requiring credit were gathered:

Cover—Connecticut Development Commission.

Page 6—Chase Brass & Copper Photos.

Page 7—Blackstone Studios, New York.

Page 8—Ewing Galloway.

Page 9—(Bridgeport Fabrics) James Pickands II, New Haven; (Edwards & Co.) Paul Parker Photo.

Page 10—Vought-Sikorsky Photo.

Page 11—Harold M. Lambert.

Page 14—Ewing Galloway.

Page 16—New Haven Journal Courier Photo by I. A. Sneiderman.

Page 17—William Rittase.



PRELUDE TO POST-WAR PRODUCTION

By RAYMOND BEACH FERNHEAD

IN THIS ARTICLE, Mr. Fernhead points out how government can co-operate in helping business give employment to those who will need jobs after the war, and at the same time build sound international relations, by laying plans now that will insure foreign countries getting the goods they will so desperately need after the cessation of hostilities.

THE term "post-war planning" is apt to be interpreted as a catch-all for general and visionary notions relating to the change from war to peace activities; in fact, that sort of thinking already is finding its way into public print. Here our approach will be along lines of broad analysis with reference to our products and world markets, believing we will thus gain better access to our manufacturers' minds. We have in clear perspective the importance of the objective: a manufacturing volume capable of sustaining high maximum production schedules, aiming to implement the shift from war to peace in a manner capable of continuing to assure employment for all. A plan meeting these requirements would, in operation, re-create demand for the whole gamut of related services customary in facilitating the trade and commerce necessary to both the production and the distribution of our manufacturing output.

There is, however, a distinction to be observed between the factors involved in making an immediate and widespread foreign distribution of our post-war products for rehabilitation purposes, and the factors commonly faced thereafter in looking to the de-

AS BUSINESS MANAGER of the Port of New York magazine and editor of the Port of New York Journal, Mr. Fernhead had wide latitude for utilizing experience gained in earlier trade development work carried on in connection with trade magazines devoted to domestic, import and export lines. For seven years he was Chairman of the Publications Committee of the Long Island Chamber of Commerce, in which capacity he was the publisher of annual, quarterly and special editions on behalf of the business interests of that area.

velopment of permanent post-war markets for our products. Since this war's effect has been to visit a vast amount of material destruction upon great areas of civilization, only by our being ready with replenishments on the instant that peace arrives can we show ourselves capable to literally win the peace, averting the tragedies inevitable all around the world if people are left to contemplate the ruins about them for any length of time. We must create the immediate peace activities important to re-orienting minds and motives from war to peace absorptions. We dare not leave the world to dwell on the bitterness that an interval of post-war idleness would foster. We must ourselves turn, before the sound of the last battle ends, to producing the peace goods that the world will need.

Rapid Transportation Essential

So we must now, not later, survey our peace-production equipment in

terms of the share of world-market needs that our existing machinery is capable of turning out. Then we must act upon the knowledge that airplane speed has telescoped the time element in traversing distance, guiding ourselves accordingly by transporting that first replenishment distribution of our products to the world markets by plane. For illustration, let us say that the total European requirements of our manufactured products for immediate post-war rehabilitation purposes would represent thirty percent of our immediate post-war production volume; keeping in mind that the ratio of Europe's later and normal use of our peace-products would be a considerably smaller percentage of the peak production we will have when we come to increase our peace-machinery equipment to make use of the factory space available on discontinuing war production.

If we wait for the customary processes of trade and commerce to again become operative we will be risking the dangers inherent in delay. Immediately peace comes we must act to lay down in Europe that thirty percent of our goods which Europe needs, doing so without either dependence on or detriment to the development of a new commerce within a new economy of post-war trade relations with Europe. Airplane executives estimate that freight carried by plane will face traffic rates often fifty percent and sometimes even five hundred percent above water-borne carrier rates. On the basis of such estimates it will be necessary to prepare a form of government co-operation that will enable our manufacturers to call upon government funds to compensate for the difference between plane and ship freight rates in forwarding that initial volume of Europe's needs from our industries. That will let our air freight lines carry sufficiently extensive tonnages to learn from large scale operations exactly how and where rate reductions can be effected to lessen the disparities between plane and ship carrying charges. As a matter of course, the European example just discussed would be no less importantly applicable to the need to rush our products into many other world markets, gaining us further means of testing air freight transit on world trade routes. In so doing we would accomplish another valuable step forward by establishing a use for large fleets of cargo planes.

Methods of Payment

It is evident that any rapid post-war entry of our products into world markets would have to look to the countries so aided to have their respective governments assume responsibility for payment. We can link such an arrangement to one whereby our government acts as custodian of foreign government payment guarantees. That in turn will allow our manufacturers to get their bills of lading discounted by the banks. If we follow through to the logical conclusion it will be fully as possible to adopt an equivalent underlying principle for the development of normal and permanent trade abroad.

Since the special obligation to be inferred from the popular mood is that we have a duty in the matter of assuring post-war employment to all our people, to achieve so desirable an end it is going to be necessary to translate the thought into the deed by first solving how all factory workers are to be kept profitably employed. We can easily know what total of peace-production machinery will be required to maintain full employment. We can readily say what volume of various products the machinery will turn out. And we can estimate what percentage of world-market demand will be represented by our whole volume of production. What we cannot do is to provide an immediate post-war normal functioning of trade and commerce likely to be able to keep pace with our peace-time production volume when that is stepped up to our war production level. In that circumstance it devolves upon us to adopt a means of assuring our workers' employment, to assure which we will necessarily have to pile up inventories of finished products at a rate beyond the capacity of the world-market to at once absorb.

Demands of Peace Exacting, Too

As we are reasoning wholly on the premise of an imperative need to assure employment for everyone, it becomes a part of the reasoning to conclude that the demands of peace upon the national economy are to be for a time as financially exacting as we know the demands of war to be, but with a constructive rather than a destructive end in sight. So we will no doubt look with necessary reliance upon a practice of government-guaranteed bank loans against warehouse receipts covering finished product in storage awaiting a disposal market. In the previous instance, dealing with immediate post-war rehabilitation shipments abroad, the total

is limited to a pre-determined percentage of the foreign markets' over-all requirements. In the instance applying to finished product warehousing it would be our government that would determine when our production of any given article had reached an in-storage total requiring discontinuance of further production of the article until world-market demand came into balance with the volume of the already existing supply.

To know in advance what is the exact saturation point in the volume of demand for a particular article is seldom possible; there are too many unpredictable influences capable of raising or lowering demand for the article. But it is possible to arrive at a figure that reflects the visible limits of probable demand. So it is feasible to adopt a total production limit that does not grossly overshoot or undershoot the world-market's ability to consume.

Effect of "Machine War"

The machine-character of this global war is itself a factor that will be reflected in a greatly expanded interest in and desire for peace-time machines and machine products. Whole nations not previously machine-minded have been so closely affected by the mechanized war products of the era that they are certain to make every effort to enjoy the peace products of the mechanical age, products responsible for what we commonly term a "high standard of living." It would seem advisable, in considering the coming peace-markets and the prospects of their extent, to make some allowance for the global spread of "modernization" interest.

Certainly we have but two post-war roads open to us. One is the road to trade resumption by slow and erratic back-and-forward efforts to rediscover solvent buyers and users for our products, a dangerously halting and uncertain road likely to find us subject to corrosive home-front penalties. The other is the road to realization of our capacities for mass production on a scale in keeping with the mass distribution opportunity the new and close-knit world invites. It is this latter road which affords us our best means of exercising those special qualifications, long in evidence among our manufacturers, which lead to success through developing popular interest in and use of products having the purpose of increasing life's comforts and satisfactions. Viewed from that stand-

(Continued on page 34)

NEEDS OF PRODUCTION STRESSED IN NEW HAVEN CONFERENCE

NEARLY nine hundred industrialists from New Haven, Middlesex and New London Counties met in Strathcona Hall, Yale University, on Wednesday, February 24, to hear suggested solutions of war production problems, both at a general meeting and in panel discussions.

The manufacturers were welcomed by Mayor John Murphy, who pointed out that if mechanical equipment can be overworked, so can human beings. He asserted that manufacturers cannot give a successful line of production by driving workers. "Workers," he said, "should be kept in a good physical condition and in a satisfied state of mind."

C. A. Newton, New Haven district representative of the War Production Board, recalled that American industry was founded and grew on the principle of competition but that it should not be so during war time.

Harry R. Westcott of the engineering firm of Westcott & Mapes and chairman of the meeting said, "In 1943 we must concentrate as our Marines are doing in exterminating the Japanese. This is a time for team work, a time for change of ideas and the pooling of all abilities. If we must win on the battlefield, we must first win on the production line at the home front."

Commenting on the job already done by manufacturers, Lieut. Col. T. L. Hapgood of the Springfield Ordnance District said, "We think you are doing a swell job." He warned of several pitfalls, and told manufacturers that in certain cases they must control plans, redesign plans to win the war faster, and map out plans for the future lives of workers.

Lieut. Comdr. H. B. Shepherd, U. S. N. R., claimed there is no comparison to show how war production is progressing. He pointed out, however, that should Hitler be taken on an inspection tour of American war plants he would see what he must face in the future and this would cause him to quit the fight.

Headline speaker of the meeting was Joseph Smith, New England Regional Director of the War Manpower Commission. Among the many statistics he cited to show the size of the problem

war producers face, he said approximately 7,000 new workers would enter industry in New Haven during 1943 and that every man and woman should be used for what he or she can offer. He also recommended the shortening of high school courses by six months in order to free students for work on farms and in the factories. He recommended, that retired people be called back to work and that aliens, Negroes and the physically-handicapped be utilized to the full.

The conference, sponsored by the War Production Board to discuss the numerous problems confronting industry, was the third of its kind to be staged in the state. The first such conference was held in Bridgeport last fall and the second in Hartford on January 21.

Following the general meeting, four panel discussions on detailed problems of management were held as follows:

1. A panel on "Personnel Problems" was held in Strathcona Hall under the chairmanship of Prof. Hudson Hastings. Speakers were A. F. Snyder, Personnel Superintendent, Winchester Repeating Arms Co.; Mrs. Alice Marshall of the U. S. Employment Bureau; A. E. Whitehill, Train-

ing Within Industry, War Manpower Commission; and Prof. Lauren Seeley, Regional Director for Connecticut and Rhode Island. James Bunting of the Y. M. C. A. was Secretary.

2. "Materials" was the theme of a panel discussion held in the Mason Laboratory Auditorium under the chairmanship of G. L. Richter. F. E. Stockwell was Secretary. Speakers consisted of A. M. Creighton, Jr., of the War Production Board; Charles Hardy, President, Hardy Metallurgical Company, New York; Dr. John R. Freeman, Jr., Technical Manager, American Brass Co., Waterbury; and Charles Hitch, War Production Board, Washington, D. C.

3. Under the chairmanship of M. J. Radecki of the H. G. Thompson Co., a discussion was held in Dunham Laboratory on "Tools". Secretary was M. J. Weldon. Participants were A. A. Merry, Production Engineer, Pratt & Whitney Aircraft, Div. United Aircraft Corp.; William Buxbaum, Mechanical Engineer, Winchester Repeating Arms Company; and V. H. Ericson, Technical Engineer, The Norton Co., Worcester, Mass.

4. Gustave Welter of The Bigelow
(Continued on page 27)



NEARLY 900 industrialists from New Haven, Middlesex and New London counties attended a WPB sponsored manpower conference at Strathcona Hall, New Haven, February 24. Among the leaders were, left to right, front, George Halse, A. G. Conrad, Harry R. Westcott, J. Frederick Jackson, Mayor John W. Murphy, J. A. Smith, C. A. Newton, F. C. Richardson, Lieut. Comdr. H. B. Shepard. Rear—F. W. Preston, A. D. Eplett, H. E. Baldwin, Lieut. Col. T. L. Hapgood, U. S. A.

ONE MAN'S OPINION

By WALTER KIERNAN

You can do business with Washington.

* * *

No more wasting time in anterooms; no more pacing miles of corridors; no more futile telephoning around looking for the right man.

* * *

If it grows . . . see Wickard. If it walks . . . see McNutt. If it runs . . . see Eastman.

* * *

If it crawls . . . You're on your own.

* * *

The revised marriage service will read . . . Do you, Paul McNutt, give this man to wed or shall we freeze him single?"

* * *

If Paul gives his consent, then you see Claude Wickard about the wedding breakfast . . . and bring your coupons with you.

* * *

There's nothing left to control now but the controllers.

* * *

And we used to think Federal mosquito control was revolutionary!

* * *

Thought for the day: O. K. Uncle Sam—It's your deal.

"Prosperity is the fruit of labor; property is desirable; is a positive good in the world. That some should be rich shows that others may become rich, and hence is just encouragement to industry and enterprise. . . . Let not him who is homeless pull down the house of another, but let him labor diligently to build one for himself, thus by example assuring that his own shall be safe from violence. . . . I take it that it is best for all to leave each man free to acquire property as fast as he can. Some will get wealthy. I don't believe in a law to prevent a man from getting rich; it would do more harm than good."

—Abraham Lincoln.



COLLEGE COOPERATION WITH INDUSTRY

PERSONNEL officers of Connecticut industries engaged in war production may be interested to know that Connecticut College, New London, will welcome opportunities to consider giving special training for groups of women. The course of study would be organized by the industry and taught at New London by members of the college faculty.

One large war industry in the state has already planned a special program in mathematics which will be given during the summer at the College, and another industry is considering such a plan. Such cooperative ventures are common enough throughout the country to need an introduction to readers of *CONNECTICUT INDUSTRY*.

The College has well-equipped modern laboratories and library, an excellent teaching staff, and housing facilities both adequate and attractive.

Short term training (6 to 12 weeks) could well be undertaken in any of the fields named below during the twelve-week (June 21-September 10) Summer Session the College has planned for 1943; longer training projects could be undertaken during the regular sessions, September to June.

Many regular students will be working at the College during the coming summer in:

Chemistry—three different college grade courses

Mathematics—two college credit courses as well as the special course in cooperation with industry, as mentioned above

Physics—general physics and a course in meteorology

Accounting

Mechanical Drawing

Secretarial Studies — Shorthand, typewriting, and office practice

Foreign Languages — Spanish, French, Portuguese. Work in German or Italian could be arranged

Child Care—a training course will be given for Day Care Volunteers. Daily work with young children in the College Nursery School is a part of this training. Industries employing number of women with young children might be interested in this work

Of less direct interests to industries, of course, will be summer offerings in the fields of economics, English, fine arts, and history.

The question of costs of a specially organized course is one that would have to be determined after conferences with industrial representatives, since the length of a course, the amount of teaching time involved, the use of the laboratories, etc., would vary with the project undertaken.

More and more women will be taken into industrial research laboratories as physicists, chemists, or mathematicians, and such women will be more immediately useful to an industry if they have had a short-term training planned by the industry to fit them into its particular set-up.

Connecticut College stands ready to serve industries, the state and nation in this way.

NEWS FORUM

F. GOODWIN SMITH, president of Hartford-Empire Company, Hartford, reported to the stockholders in his annual report that the company has made valuable contributions to the war effort. 75 men are now regularly employed in the manufacture of lens blanks for optical equipment.

A natural substitute for tin containers is glass but the substitution involves many difficulties, a prime one of which is a replacement for the rubber gasket, commonly used in the preparation of preserves in glass containers. The concern has developed one of the best substitutes discovered to date and is now working in conjunction with a large packer to complete a glass installation.

The company's affiliate, the Shaw Insulator Company at Irvington, N. J. is fully occupied with war work. Plastics are manufactured there.

Plax Corporation, a wholly owned subsidiary, is likewise engaged in research and development relating to plastics. This company, which already has five new processes in the commercial stage, is described as "the largest producer in the United States of certain plastic articles made from a special plastic material known as polystyrene."

★ ★ ★

A NEW LIFE RAFT, the brain child of Joseph N. Klaff, his brother Louis Klaff and John L. O'Rourke, has been hailed as an outstanding contribution to the war effort by the Maritime Commission. The raft will soon be in production at the Norwalk Raft Com-

pany after severe trials on the Norwalk River.

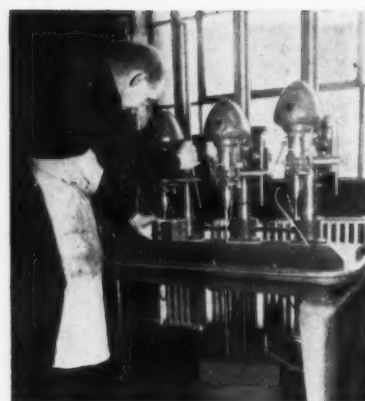
The raft measures eight by thirteen feet, weighs 2,900 pounds and has ample room for twenty persons. Cached in a watertight hold is a supply of fresh water and 150 pounds of emergency rations. The equipment contains flares and hand paddles. During the trials it was dropped fifty feet from a boom without damage and carried 4,000 pounds of sand bags in a floating test.

★ ★ ★

K. C. GIFFORD, president of Schick, Inc., Stamford, recently announced the appointment of C. C. Lewis as plant manager. Mr. Lewis has had twenty years experience in mass production industries. During the past year he was in charge of building and equipping a new plant for Bendix-Westinghouse. He has two sons in the United States Air Corp.

★ ★ ★

EASTERN ENGINEERING COMPANY, New Haven, manufacturers of coolant and industrial pumping equipment, announces a new portable coolant pump designed for use on lathes, shapers, milling machines, drill presses, grinders, cut off saws, tappers, etc., where a steady stream of cutting fluid is necessary. Performance and construction details may be readily obtained by addressing Eastern Engineering Company, 45 Fox Street, New Haven, Conn. Designated as Eastern Model 16-S, the pump offers the fol-



lowing main advantages: It is a completely self-contained unit which can be moved quickly from one machine to another; it is husky enough to serve as permanent equipment; its compact design permits installation in small space and its flow of coolant can be easily regulated to meet different requirements.

★ ★ ★

NEW BRITAIN MACHINE COMPANY, New Britain, is the proud possessor of two flags emblematic of awards in two wars for outstanding service.

The older flag was awarded to the concern in 1917 by the Ordnance Department for the production of machine gun mounts. Its counterpart of the present war is the Army-Navy "E" banner.

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Modern box factory, paperboard mill and ingenious packaging IDEAS are at your service—Ask for our representative to call.

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AVENUE

JENKINS BROTHERS of Bridgeport was recently awarded the "M" pennant by the United Maritime Commission. Charles E. Walsh, director of procurement for the Commission, made the presentation of the flag to Farnham Yardley, president of Jenkins Brothers. Prominent guests at the ceremony included: Bill Dunn, CBS war correspondent recently returned from Australia; Dewitt MacKenzie, Associated Press correspondent; Governor Raymond E. Baldwin and Mayor Jasper McLevy.

★ ★ ★

MARRIED WOMEN with a commercial school background but who have not had the opportunity for some years past to practice shorthand and typing, will soon be offered a splendid chance to refresh their memories in these subjects. The government, acutely aware of the numerous requests for secretarial workers sent to the offices of the United States Employment Service, will conduct schools in various cities if a sufficient number of applicants are registered.

★ ★ ★

A \$1.50 DIVIDEND on capital stock of Southern New England Telephone Co. for the first quarter has been declared by directors, payable April 15 to stock of record March 31.

★ ★ ★

AT THE ANNUAL meeting of stockholders and directors of Farrel-Birmingham Co., Ansonia, February 18, the following were elected:

Officers—Franklin Farrel, Jr., board chairman; A. G. Kessler, Carl Hitchcock, Austin Kuhns, R. A. North, vicepresidents; F. M. Drew, Jr., treasurer; George C. Bryant, secretary, and W. B. Marvin, assistant secretary.

Directors—Franklin Farrel, Jr., F. H. Banbury, Charles F. Bliss, Alton Austin Cheney, Julius G. Day, F. M. Drew, Jr., Franklin Farrel, 3rd, R. A. North, Austin Kuhns, W. A. Gordon, Edward H. Green, Carl Hitchcock, Franklin R. Hoadley, A. G. Kessler, W. B. Marvin, George C. Bryant and Emil Berges.

★ ★ ★

ALBERT S. REDWAY has been named vicepresident of Geometric Tool Co., New Haven, to assist James W. Sneyd, executive vicepresident, according to announcement by James W. Hook, president.

Mr. Redway was formerly vicepresident of Farrel-Birmingham Co., Ansonia. Before leaving, his associates gave him a testimonial dinner at which he received a desk fountain pen set.

★ ★ ★

WILLIAM L. BARRETT, 84, dean of Bristol manufacturers, whose factory at 30 School St., never shut down, fired anyone, or missed a payroll, since its founding in 1893, died a short time ago at his home. He had been ill only two weeks and previously had been active in his business.

★ ★ ★

LESTER J. NICHOLS, secretary and assistant treasurer, Malleable Iron Fittings Co., Branford, recently observed his 94th birthday. He is now looking forward to rounding out 77 years of continuous service with the company in August.

★ ★ ★

DR. DONALD A. LAIRD, internationally known authority on human relations, has copyrighted an article on "How to Get to Know the Force." In this manuscript he advises shop executives that it will pay them and their companies to become acquainted with the average workman in their employ.

★ ★ ★

RALPH J. CORDINER, director-general for war production scheduling, War Production Board, has been named vicechairman of WPB. Before joining WPB, he was president of Schick, Inc., Stamford. In his new post will be special assistant to Charles E. Wilson, executive vicepresident of WPB, who formerly lived in Bridgeport.

★ ★ ★

SUGGESTIONS for putting across a Farm Scrap Roundup this spring are being sought by Bice Clemow, executive secretary for Connecticut Salvage Division, WPB. He urges anyone with ideas on the subject to write to him, 119 Ann St., Hartford.

★ ★ ★

BECAUSE OF current manpower shortages in the state, it has been suggested by Frank Loughlin, director of plant protection, State Defense Council, that plants in Connecticut send women to take plant protection courses from U. S. Army Personnel at Amherst College.

A quota of one student for each



*When life hangs
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*Dependable
ALLENS
guard against
fastening failure*

The hollow screws that hold our fighting planes together are only as good as their threads. In landing gear, wing and fuselage assembly—in propellers, radio and navigation instruments, Allen precision threading is recognized as a guarantee of superior holding power.

Allen-perfected lead screw threading machines and the new, fully automatic "duo-process" ensure smooth, accurate threads positively maintained within high Class 3 tolerance limits. As Allen screws are driven home with the snug-fitting, internally engaging hexagonal keys, threads mesh with those of the tapped hole all along the line. Thus with every turn, friction—which is holding power—is tremendously increased.

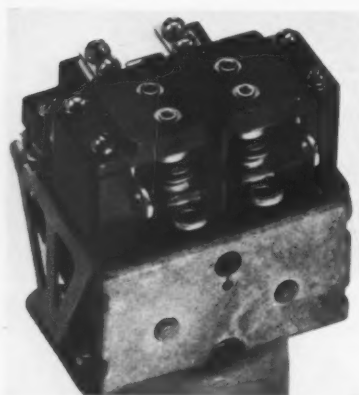
Properly seated, Allen Hollow Screws offer the utmost resistance to shock and vibration.

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local defense council has been established in Connecticut for the course, scheduled March 14 through March 19, with other courses to follow. Those wishing to send candidates to the school are advised to get in touch with the Plant Protection Division.

★ ★ ★

NET EARNINGS of Veeder-Root, Inc. for 1942 came to \$606,421 contrasted with \$1,043,988 in 1941, according to the annual report of Graham H. Anthony, president.

The decrease is accounted for by a sharp drop in sales volume which accompanied conversion to the manufacture of war goods. This loss of sales is vividly shown in earnings before taxes and investment income which dropped last year to \$946,962 from the 1941 figure of \$1,806,757.

★ ★ ★

THE LATEST issue of "Thread", house organ at Geometric Tool Company, New Haven, has come off the press. The current issue is devoted to the part played by women at the plant in helping get out war work needed to beat the Axis.

★ ★ ★

IN THE INTEREST of furthering war production and promoting employment stabilization within individual companies, the policyholders service bureau of Metropolitan Life Insurance Co. has issued a report on "Controlling Factory Production." The study is based on the practices of 44 manufacturers operating in a variety of industries, who are believed to represent a cross-section of sound management practice. Copies may be secured by getting in touch with William J. Barrett, bureau manager at No. 1 Madison Avenue, New York.

★ ★ ★

THREE APPOINTMENTS at Bristol Co., Waterbury, have been announced by Howard A. Bristol, president. Harry E. Bean has been named sales manager; E. L. Stilson, assistant sales manager, and L. G. Bean, vice-president in charge of engineering and sales in place of his former position of vicepresident and general sales manager.

★ ★ ★

A "LAYAWAY PLAN" whereby orders for electric appliances are being accepted for delivery after the war has been launched by Hartford Electric Light Co. Eighteen Hartford dealers are co-operating in the venture which has attracted nationwide attention.

Payments to suit the individual purchasers pocketbook are made to Hartford National Bank & Trust Co. on an installment basis. This money is invested in Government Bonds. In the event anyone wishes to withdraw from the plan his money is returned in full.

★ ★ ★

THE DARIEN TEACHERS Association at its February meeting heard

about a joint conference of representatives of the National Association of Manufacturers and the National Education Association at which the need for mutual understanding of the problems of industry and education was stressed. The report was submitted by Mrs. Letita Lord, chairman, public relations committee, Connecticut State Teachers Association.

★ ★ ★

NET INCOME available for common stock dividends and other corporate purposes came to \$2,868,627 in 1942 compared with \$3,378,098 in 1941, Connecticut Light and Power Co. reports. This is equivalent to \$2.499 per share against \$2.942 the year before.

★ ★ ★

THE ANNUAL New England Educational and Technical Conference of The American Electro-Platers' Society will be held in Hartford, Saturday afternoon and evening, May 1, at the Hotel Bond.

The program this year will be in the nature of a Metal Finishing Clinic. A panel of ten or twelve technical experts will comment on and answer questions about improved finishing processes developed to speed war production.

The conference is sponsored by the Bridgeport, Hartford, New Haven, Springfield, and Waterbury Branches of the Society, with the cooperation of manufacturers and dealers serving the metal finishing field. Committees from these Branches are hard at work on plans that will make this Clinic an outstanding contribution to the war effort.

The Hartford committee in charge of general arrangements is Arthur Logozzo, chairman (c/o Hartford Chrome Corp.); Kenneth Bellinger, Treasurer (c/o The Chemical Corp.); J. H. Donahue, Secretary (c/o The Abbott Ball Company). Further information may be obtained from any of these men.

★ ★ ★

BADGES, each bearing the photograph and serial number of the employee, have been issued to 8,000 employees of the Scovill Manufacturing Company. The system of identification conforms to the regulations of the Army Ordnance Bureau and the Federal Bureau of Investigation.

ROGER E. GAY of Farmington was recently elected president of the Bristol Brass Corporation, succeeding Albert D. Wilson of Bristol, who was elected chairman of the board of directors.

At the same time Edwin P. McIntyre of New York city was elected to the newly created office of district vice president and Elmer L. Johnson was elected cashier. Officers re-elected were: Vice President, Charles T. Treadway; Secretary, Harry N. Law, and Treasurer, Carl A. Gustafson.

The following were re-elected directors: Dean Welch, Harold K. English, Fuller F. Barnes, W. Kenneth Sessions, Charles T. Treadway, Edward Ingraham, Townsend G. Treadway, Dudley S. Ingraham, and Messrs. Law, Gustafson and Gay.

★ ★ ★

FURTHER HONORS were accorded the employees of Handy and Harman on February 20 when a star was added to the Army-Navy "E" pennant originally awarded the firm last August. The new pennant with a "Star" was presented to President G. H. Niemeyer by Lieutenant-Commander Raymond T. Fish, U. S. N. R.

★ ★ ★

A **"STAY-ON-THE-JOB"** drive is being conducted by the Remington Arms Company. Many departments have had nearly perfect attendance records since the drive started.

Inter-department competition has stimulated a new plant wide attendance record and health talks by the

company doctors have produced a reduction of absenteeism.

★ ★ ★

HENRY S. BEERS, who helped write Connecticut's jobless insurance law, recently stated before the Legislative Labor committee that it would be "unwise" to increase unemployment compensation payments now because of the heavy demands which he predicted would be made in the postwar period.

The insurance actuary, appearing as an individual rather than in his official capacity as a member of the State Advisory Council for the Unemployment Compensation Act, opposed the bill calling for higher benefits. The proposal was backed by John J. Egan, also a member of the council but who testified as a representative of the Connecticut Federation of Labor. The measure, supported by Frank R. Odum of the Connecticut Council, Congress for Industrial Organizations, proposed that the maximum weekly benefits be increased from \$20 to \$22 when the jobless insurance fund exceeds \$75,000,000, and that these payments be made for a maximum of 24 rather than 18 weeks when the State has more than \$60,000,000 in the fund.

Beers estimated that the act now covers 700,000 persons as against a normal of 400,000 persons. He warned that if the State found itself unable to meet the jobless insurance demands after the war, the government might take over. Another provision of the bill extending application of jobless insurance to employers of one or two persons went unopposed.

SIKORSKY HELICOPTER MAKES 761 MILE FLIGHT

(Continued from page 10)

hazy conditions cut visibility to less than a mile for a time and Morris steered his course half by compass and half by highway.

He wrote, "Once, as a towering radio mast loomed out of the murk, I became impressed with the value of an aircraft that could come to a complete stop in mid-air if necessary".

Between Erie, Pennsylvania and Perry, Ohio, Morris had the roughest leg of the entire trip. He was flying head-on into a gusty wind varying from 12 to 29 miles an hour, and accordingly stayed close to the ground. "But close to the ground we got the full value of all ground 'bumps'. Every patch of woods had its own air currents; and to the leeward of a town or village the air was extremely choppy", he wrote.

"Many times we would lose 75 to 100 feet of altitude in a down-gust—and we were only 300 feet above the ground most of the time!

"But the ship behaved beautifully. It didn't pound and pitch like a conventional aircraft under similar conditions. All it did was float up and down, and get kicked around sideways. There were no sudden shocks, and even when it yawed to one side or the other, it was not necessary to use rudder to straighten it out. Given a few seconds, it would come back by itself."



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Employees of the Roger Sherman Company work together as a single, dependable, hard hitting unit, with all departments cooperating to the advantage of the customer. One small unit in a huge national army of war workers; but a perfectly trained unit that assures the best possible execution of the job at hand.

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REVIEW OF RECENT "E" FLAG PRESENTATIONS

(Continued from page 9)

"keep on attacking on the production front" and will work for a six-month service star to add to the "E" pennant.

"E" Award to Edwards and Company

At impressive ceremonies in the Norwalk Armory, February 16, Admiral William C. Watts, U. S. N. (ret.) presented the Army-Navy "E" Burgee to R. Stafford Edwards, President of Edwards and Company. In his speech of acceptance, Mr. Edwards pointed out to the Army and Navy officials as well as the guests present the responsive and cooperative attitude on the part of the employees which had made this award possible.

Brigadier General Thomas E. Troland of the First Service Command made the token pin presentation to a group of six representatives for the entire personnel. Speaking for the employees, Patrick H. O'Connel pledged cooperation on the part of the employees toward renewed efforts for the end of Hitlerdom.

The Honorable Raymond E. Baldwin, Governor of the State of Connecticut made the keynote speech. Madam Annunciata Garrotto of the Metropolitan Opera Association led the singing. Music was by the Stam-

ford Marine Band. The Color Guard represented the United States Naval Reserve Radio Training School, Noroton, Connecticut.

Introducing these speakers and events was Master of Ceremonies, Lieutenant C. R. Hoops, U. S. N. R.

★ ★ ★

(Note: Announcement was recently made that Edwards & Company has been elected to receive the Maritime "M", honor pennant of the Maritime Commission. Edwards & Company will thus have the distinction, shared by few concerns in the country, of flying both the "E" and the "M".)

★ ★ ★

C. O. Jelliff Ceremonies

The C. O. Jelliff Mfg. Corp., Southport, was presented with the Army-Navy Production Award on February 9. The ceremonies, held in the company's plant, were attended by town officials, Army and Navy representatives and the entire personnel of the company.

Lieut.-Col. Howard D. Norris, Army Air Corps, made the award and presented the Army-Navy "E" pennant which now flies over the company's plant. He stressed the importance of the workers to the men on the fighting fronts. In accepting the award, Henry H. Rennell, secretary and general manager of the company, expressed appreciation for the recognition and paid special tribute to the

Jelliff men who had left for service in the armed forces.

The presentation of the "E" pins to the workers was made by Lieut. John W. Power, U. S. N. R. In accepting the pins on behalf of his fellow-workers, Robert Schwahl said, "while we don't wear the uniforms of the Army or Navy, we feel that our shop clothes are the uniforms of the production army and we shall be proud to wear the "E" pins as the insignia on our uniforms." Major R. A. B. Heap, Ordnance Dept., U. S. Army, also addressed the workers and urged them to make the greatest possible effort individually to achieve final victory. Lieut. W. J. Goedert, Army Air Corps was master of ceremonies.

Originally established 62 years ago by C. O. Jelliff in the rear of his grocery store near the Southport dock, The C. O. Jelliff Mfg. Corp., is today making a notable contribution to America's war effort. When the business was started in 1880 with a single hand loom, the output was limited to a line of muzzles, sieves and similar articles for which a local market existed. Today the plant is equipped with modern precision machinery for the drawing of fine special analysis resistance wire to the most exacting requirements, now used largely in electronics. The company also weaves all metals into screens as fine as 700 wires to the inch and fabricates wire cloth into filters, strainers, and other mesh assemblies used in many products. In normal times Jelliff products are used extensively in the automotive and radio industry for peacetime purposes—now, they've gone to war!

ENGINEERING FOR CONVERSION FROM OIL TO COAL

"IMMEDIATE SERVICE"

WESTCOTT & MAPES, INC., NEW HAVEN

CIVILIAN DEFENSE NOTES

ALL industrial plants in Connecticut, with the exception of several specifically exempted by the Army or Navy, participated in the test on March 1 of signals under the new air raid and blackout regulations which went into effect on February 17. It was the first time that the great majority of plants were requested to comply with the regulations during a test.

Reports to the State Defense Council indicated that the results were generally satisfactory as far as the participation of plants was concerned. The chief complaints were that establishments failed to blackout on time for the duration of the Air Raid Red signal. In many instances plants did not blackout until several minutes after the Air Raid Red sounded but turned the lights on promptly when the Blackout Blue signal was sounded.

Plants, whose lighting does not comply with dimout regulations where such are in effect, and whose lights cannot be extinguished within one minute from the end of the air raid signal, will be required to blackout during the mobilization period as well as the air raid period.

The only lights permitted during blackout and air raid conditions are those specifically authorized by the Army and which meet rigid War Department specifications. The latter include light emitting from industrial processes, such as furnace glow, provided the light is shielded or reduced as much as possible. Steam and smoke must be reduced to a minimum.

★ ★ ★

A TOTAL of 172 persons from Connecticut have completed courses at the War Department Civilian Protection School at Amherst College up to the class ending February 19. Of this number 63 have attended the Plant Protection Course. Upon completion of the courses at Amherst the students are classified as instructors in various phases of Civilian Defense by the Office of Civilian Defense.

★ ★ ★

PRIVATE and public woodlots with fallen or standing timber suitable for fuel purposes are available throughout the state for cutting by persons who want wood for fuel. In view of the

current critical fuel situation, cutting during the next few months may assure persons an adequate supplementary fuel for next winter. Persons interested in cutting wood may get the names of woodlot owners and location of woodlots in their communities from their local wood fuel coordinators.

★ ★ ★

FRANK LOUGHLIN, Director of Plant Protection, State Defense Council, says: "The manpower shortage has created many problems for Connecticut industrial plants which are solving them with typical 'Yankee ingenuity.' There is one problem which remains to be solved. That is the maintenance of an efficient factory Air Raid Protection Service.

"Draft requirements have depleted many of our factories of young men who were the backbone of factory A.R.P. Services, leaving a problem of replacement. Two solutions are possible. One is to depend upon the factory "old timer" as the mainstay of factory protection against possible air raids. The other is to encourage the use of women to take their places in the A.R.P. Service.

"To depend entirely upon 'old timers' for adequate protection is not enough. Plant executives may do well to examine the use of women to supplement A.R.P. Services.

"Plants in general are increasing the number of women in their work schedules. At present some plants are now approaching the point where 50 percent of the personnel are women. It is possible this proportion may reach a point where 75 percent of the personnel may be women. Obviously then they are faced with the situation where the use of women in A.R.P. Services becomes necessary.

"There is a general reluctance on the part of plant management to use women in these vital services at present because there appears to be no precedent. However, reports from England indicate that women have done excellent jobs in all phases of air raid protection work under most difficult situations. Many women civilian defense workers in England have been decorated for bravery 'over and beyond the call of duty'.

"There are some jobs the average woman cannot perform readily. For

example these are demolition, fire fighting and some phases of guard duty and factory maintenance. However, women can perform in the capacity of roof watchers, sector and post wardens, monitors, first aiders, gas reconnaissance officers, bomb reconnaissance agents, transportation agents (drivers) and gate guards. In substituting women for men on such jobs, men can be released for the more difficult duties.

"There are two advantages in employing women for A.R.P. Services. First, it will give a definite psychological lift to other women in the plant to know that they are equally responsible for the safety of the personnel and protection of the plant. Secondly, should the occasion warrant it women could care for other women in event of a disaster.

"The present war shows that women have just as much courage, judgment and leadership as men in many lines of endeavor. A few plants have sent women candidates to take training courses at Amherst College in Plant Protection. Other plants in Connecticut might do well to follow their example by increasing the amount of trained personnel in their establishments. These courses run periodically and last for five days. The cost for board and room is approximately \$15.

"Executives interested in sending women or men to take these courses are invited to write or telephone the Plant Protection Division of the State Defense Council for further information."

★ ★ ★

AT A MEETING of police and fire officials held in Hartford on Thursday, March 4, it was the consensus that the Interceptor Traffic Control Plan, originally recommended by the Plant Protection Division of the State Defense Council on February 23, should receive thorough consideration and practical adaptation to local situations by various local authorities in each of the cities and towns in the state. However, it was pointed out that no plant should proceed with the plan until they had consulted with the following officials: chairman of local defense council, chief air raid warden, chief of the police department, chief of the fire department, and chairman of the plant protection committee.

The Interceptor Traffic Control Plan, in brief, is the immediate blocking off of streets several blocks away from a plant after the occurrence of any incident such as a fire, explosion, etc. The plan includes the cooperation of plant police and local police in order to prevent road blocks or road jams by curious people trying to get near a plant after trouble has occurred. The

blocking is accomplished by placing plant policemen in the street who will require traffic to keep moving or generally direct right turns or turns away from the plant so that traffic will not accumulate in the streets. Plant police may be later relieved by the city police, or after the first vital minutes following the occurrence of an incident.

The need for making such plans in

advance was made evident by a recent occurrence in the Middle West where a plant burned to the ground with the fire engines caught in a traffic jam just two blocks away.

Further details concerning the working out of such plans may be secured from the Plant Protection Division of the State Defense Council, State Armory, Hartford.

PRESS COMMENT

Editorial opinions of interest to manufacturers are constantly appearing in the daily newspapers of the state. With the thought that some of these views might be of vital importance and interest to our readers, *Connecticut Industry* herewith presents a new column to be known as Press Comments. The purpose of this section will be to gather these opinions, digest and interpret them, and reproduce them in the briefest form possible.

Hartford Times, in discussing a move to increase the State Education Department's appropriation by \$50,000 to expand its work of rehabilitating physically handicapped persons, says the State Legislature should be sympathetic to the plan. If the increased appropriation should be approved, a like sum may be obtained from the federal government.

"In the past year more than 500 persons have been assisted so successfully that they have been given war production jobs," says the Hartford paper. "Not only have they ceased to be unable to work, but they have been transformed mentally, for self-support is one of the most efficacious of remedies for ills of the body and mind."

The same paper on the question of absenteeism declares:

"The suggestion that management and labor get together on plans for reducing lost time should be fruitful. Here is a subject that contains little that is controversial. If, by adjustments acceptable to workers and industry, greater production may be obtained, it would seem as if common sense would win the day."

A "personal security questionnaire," composed of five blanks, which business men are being called upon to answer, is the subject of an editorial in the Hartford Courant.

"It may seem simple enough to fill out this questionnaire five times," says the Capital City sheet, "and some may regard it as a pleasant diversion in comparison to making out their income tax returns, but probably most persons who have received it are disposed to chalk up another black mark against bureaucracy."

★ ★ ★

The New Haven Register devotes some space to airing the subject of a longer work week and asserts:

"It does not seem as though the sound and sight of exploding bombs ought to be necessary to tear America away from the sacred cow of the 40-hour. But it now is well over a full year since the country was attacked, by enemies whose potency has been both recognized vocally and felt physically. It is long past time when a choice should have been made between winning the war as quickly as possible and holding onto depression era 'social gains' as long as possible."

★ ★ ★

Bristol Press on the subject of the first cross country flight by a helicopter, a trip from Stratford to Dayton, Ohio, covering a distance of 761 miles in 16 hours, declares:

"Undoubtedly it (the helicopter) will make rapid strides before peace comes. Then its possibilities in civilian life may be realized. Who knows but the cheap helicopter of the future will replace the low-price automobile?"

★ ★ ★

On the manpower problem, the Ansonia Evening Sentinel points out:

"Congressional heat on the War

Manpower Commission is intense. Many congressmen are accusing its chief of permitting the manpower situation to get it into such a tangle that it is threatening the nation's food supply. Lawmakers, angered by the war-work-or-fight order, are seeking legislation to slow down draft of fathers and otherwise curb WMC moves that they say extend beyond the intent of the laws from which Mr. McNutt derives his powers."

★ ★ ★

The Meriden Journal maintains that "the Bethlehem Steel Company is to be commended for discharging 150 welders who had remained away from their work" in presenting views on the absenteeism question.

"This habit of staying home when the spirit moves has become a major hazard in American war production," the paper claims, and then goes on to recall Eddie Rickenbacker's famous words:

"There's no absenteeism in the fox-holes of the Pacific and the burning sands of Africa."

★ ★ ★

The "equal right amendment" to the Federal Constitution comes under the scrutiny of the Bridgeport Telegram which describes the amendment as a proposal to remove from state laws those discriminations which, ostensibly placed on the statute book to protect women, actually made it difficult for women to compete with men in business and industry.

"It all gets back to the fact that these industrial laws should be designed to protect human beings, not to protect sexes," the Telegram maintains. "If the laws are good they should apply to men. Or if they seem silly when applied to men then they are equally silly when applied to women."

PERSONNEL SQUIBS

JAMES W. HOOK, President of Geometric Tool, New Haven, stated recently that women workers, newcomers to industry, must be guided by the personnel staff. It is the duty of the industrial relations group to evaluate the woman so she will stay on the job and not disrupt production by leaving. No information should be withheld. The new worker, excited by war work publicity, soon discovers that the job might become monotonous, dirty, or her time for recreation and shopping curtailed. Rather than find this out after being hired, and after actual experience, the story should be pictured in the beginning. Mr. Hook stressed the need for more skilled female personnel to handle the new obligation of the manufacturer.

★ ★ ★

THE BOARDMAN TRADE SCHOOL, New Haven, has made an outstanding record in training women. Their pre-employment course emphasizes greatly a conditioning to the job itself. It trains the trainee to stay right on the machine and not permit herself to be diverted by other activities. A uniformity of manufacturing, so necessary in production, is outlined. Fear of moving machinery, every beginner's phobia, is erased as quickly as possible.

★ ★ ★

AGENCIES, BENT ON SECURING woman power, have a new job—that of selling the husband. Motivated by patriotism, wives eagerly apply for war work, only to find that the head of the house disapproves. He is earning good money and doesn't want his home

life disrupted by a wife with other employment. N. Y. A. states this to be an actual fact. Time and money are invested in the woman and then a conference of the family undoes the work of weeks.

★ ★ ★

MARRIED WOMEN WITH CHILDREN OF SCHOOL AGE, prefer the three to eleven shift. Children can be sent to school, given their lunch and still the mother can prepare for work. The question of after-school care, recreation and supper is handled by relatives, generally, although day care centers are now beginning to bear part of the responsibility.

★ ★ ★

A NEW HAVEN FIRM coped successfully with the natural timidity of women workers in assuming a night shift. A combination of poor transportation, dark streets due to dim-out regulations, and the fear of over-arduous males was keeping the proportion of women to men very low. The personnel director, a woman, achieved a solution by packing the shift with two-thirds more women than men. Solidarity and strength was achieved.

★ ★ ★

PROFESSOR LAUREN E. SEELEY, Regional Director of ESMWT for Connecticut and Rhode Island has recently submitted a number of pertinent thoughts on the training of women. He points out that: 1. There are a surprisingly large number of women's organizations in every community—some professional and many

social or fraternal in character. Chambers of Commerce usually have lists of such organizations on hand. 2. It is undesirable to train a woman for a specific task unless a job is practically at hand waiting for her. 3. The women who must be recruited are largely those who have never been in industry before. Women who have not been in industry are unfamiliar with shop terms, procedures, customs, noise, motion, dirt, etc.

Professor Seeley further outlines his views in the following paragraphs:

"The principal thought is to recruit women from the organizations mentioned, as well as from churches by an appeal through these organizations to form a sort of Women's Industrial Workers' Corps (or any other name more appropriate). These women will be given a sort of 'pre-induction' course of training, not for a specific machine job, but for a general introduction to industry. The instruction would include such matters as shop terms, shop procedures and organization, safety principles and dress, the importance of war production, various methods of pay, actual operation of machines to overcome fear of noise and motion. It comes out time and again that women fear that they cannot make good in industrial work. One distinct trouble is that they have no idea what is really expected of them nor do they have an adequate idea of the atmosphere in which they will work—a sort of fear of the unknown. It is rarely pointed out that a factory is a complete organization not unlike a home in the basic nature of its functions even though different in purpose. The parallels are numerous (i.e. inven-



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tory, purchasing, processing, transporting, scheduling, repairing, maintaining, financing, economizing, etc.)

"It will be noted that this training will prepare or condition women for industry. However, it has the advantage of not requiring at once a specific job for each woman. In this way the United States Employment Service will acquire a reservoir of workers without the necessity of making commitments in advance of its actual day-to-day needs. The women will understand that they are preparing themselves—or perhaps better yet—qualifying themselves for a call to industrial service. Whatever specific training is needed for the actual job can be more quickly and economically given as a result of the introductory training. This specific training could be given either by industry or by training agencies, but preferably with pay in either case.

"Such an introductory training could be done by the State Department of Education under its Vocational Division. The only difficulty might be the obtaining of Federal funds. The novel feature of this training is that it does not terminate with a specific skill. Federal approval might be withheld on that very feature. One could argue, however, that the training creates potential industrial workers out of resources hitherto undeveloped. Furthermore, the subject matter is entirely within the scope of vocational training and all of the training proposed is essential sometime prior to employment.

"To have the appeal go through women's organizations provides quick coverage and, better yet, provides an acceptable and familiar avenue of approach to each woman. Whatever loyalty the organization inspires will lend additional persuasion to other appeals that can be properly made."

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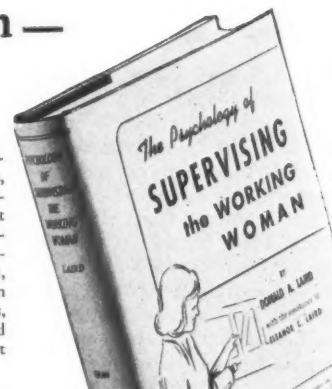
(Continued from page 16)

Co., New Haven, was chairman of a discussion on "Welding". The secretary was H. A. Pennington, Alfred King and Co., New Haven. Taking active part in the discussion were James Mitchell, Welding Superintendent, Farrel-Birmingham Co., Inc., Derby; A. M. Setapen, Industrial Engineer, Bridgeport; L. F. Bock, Welding Engineer, General Electric Co., Bridgeport; H. R. Kruitbosch, Engineer, Electroloy Co., Bridgeport.

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What type of supervisor is best for women?
On what basis will women best team up with other workers?
What effect do woman's personal problems have on her work?
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Book answers these and kindred questions in a way that every foreman, personnel man, and executive can understand and apply in specific cases in his own business. Applicable not only in factories, but in all offices and business employing women.

DR. LAIRD is widely known for his work in making psychology practical in personnel management. In this book he cuts rapidly to the core of a special personnel problem and gives you all the basic facts from scientific research and industrial experience that make clear why supervision of women must be different from that of men, where the supervisor can seek the causes of difficulties in handling women workers, and how he can remedy them.

The treatment begins with woman's mental powers, takes up each element of her physical make-up, goes on to matters of personality and temperament, gives a well-rounded view of all her distinctive characteristics. You are shown where these differences originate and how they manifest themselves in woman's conduct and performance at work, and are given numerous ideas for making practical application of this information in improving production by women workers.

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Organic Factors Underlying Woman's Emotional Life

Striving for Completeness — the Key to Woman's Emotional Life
The Problem of Getting Teamwork from Women Workers
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TRANSPORTATION

By N. W. FORD, *Traffic Manager*

Air Transportation Between Boston and Cleveland Via Hartford: Examiners F. A. Law, Jr. and Albert Beitel of the Civil Aeronautics Board recently issued a report recommending that the application of the United Air Lines Transport Corporation for certificates of public convenience and necessity to operate a service between Boston and Cleveland via Hartford be denied. The examiners stated that the application of United involved a duplication of two existing services between the terminal points in that American Airlines maintains a direct route between Boston and Cleveland, via Springfield, Massachusetts and Buffalo, New York and American Airways and United Air Lines also provide a joint service between Boston, Hartford and Cleveland through connections at New York.

★ ★ ★

Regional Offices Established for Adjustment of Charges and Rates:

According to an Office of Price Administration announcement, contract carriers and operators of storage and terminal services entirely within one state may file applications for adjustment of their maximum prices with their O. P. A. regional offices instead of sending their applications to Washington. These provisions were con-

tained in Amendment No. 4 to Supplementary Regulation No. 15 to the General Maximum Price Regulation of the Office of Price Administration. The New England States are in Region 1 with offices at 17 Court Street, Boston, Massachusetts.

Applications will continue to be received in the Washington office of the O. P. A. in cases where the operations of carriers, other than common carriers, cross state lines and where the terminal and warehouse operators supply interstate services. It is imperative that interstate cases be handled in Washington because of the close association between the National O. P. A. office and the Interstate Commerce Commission in Washington.

The O. P. A. explained that the new procedure with respect to the services covered by the amendment would expedite action on the applications and would enable persons familiar with conditions in the regions affected to determine price actions.

★ ★ ★

Motor Carrier Loading and Unloading Charges: Examiner George A. Dahan of the Interstate Commerce Commission served a report on February 17 in I. & S. Docket No. M-2007, in which he recommended that motor carriers' proposed schedules, providing

for a revised basis of charges for the loading and unloading of shipments requiring special equipment or additional labor at points in New England be found unlawful, in violation of Section 217 of the I. C. C. and of the Commission's tariff rules, and unduly prejudicial and unjustly discriminatory.

In his report the Examiner made certain suggestions concerning a proposed rule which the carriers may file to displace the present rule dealing with this subject, which was likewise found to be indefinite and susceptible to varied interpretations.

The proceeding was brought about by a protest and request for suspension filed by this Association.

★ ★ ★

Enforcement of Rules Governing Freight Credits:

The Interstate Commerce Commission has ordered its Bureau of Motor Carriers to move at once for enforcement of regulations governing relinquishment of freight by common carrier truck operators in advance of receipt of payment of freight charges due on shipments. Court proceedings will be instituted to obtain compliance by carriers where necessary, the I. C. C. warned.

This action was taken by the I. C. C. in view of the failure of numerous

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carriers to comply with Section 223, Part II of the Interstate Commerce Act, which authorizes common carriers by motor vehicle to relinquish possession of freight in advance of receiving tariff charges and after taking precautions deemed sufficient to assure payment within seven days exclusive of Sundays and legal holidays.

It is a requirement of the law that motor carriers present freight bills within seven days from the first midnight following delivery. The mailing of a bill is considered as presentation. Collection, on the other hand, is deemed to have been made if payment has been mailed.

★ ★ ★

Clarification of 35 Mile Speed Limit: Exemption Order ODT 23-2A, which was released by Director Eastman, makes it clear that Exemption Order 23-2, exempting motor carriers carrying emergency war shipments from the 35 mile speed limit, was not intended to allow trucks to exceed State speed or load limitations. It was also pointed out by Director Eastman that it was not intended in general permits to allow overloading of vehicles beyond the weight permitted by the State or locality in which the vehicle was operating.

Motor vehicles, under the expedited shipment plan, may exceed ODT speed and weight limitations only if the following conditions are observed:

(1) The vehicle is carrying emergency shipments for the military or naval forces of the United States, the U. S. Maritime Commission, or the War Shipping Administration.

(2) The vehicle carries a written certificate, in the form prescribed by the ODT, which shows the need for expedited delivery; name of the consignor of the shipment; date of shipment; points of origin and destination; weight, volume or measurement of the shipment, and the truck or tractor number of the vehicle.

(3) The certificate is forwarded, within 48 hours of the delivery of the expedited shipment, to the vehicle operator's ODT district office.

(4) During the shipment the vehicle prominently displays a "V-Emergency" pennant showing that the vehicle is being operated in expedited service.

★ ★ ★

Testimonial Honoring Arthur P. Russell: About forty of Mr. Arthur

P. Russell's friends attended a testimonial in his honor, given at the Algonquin Club in Boston on February 24. After an association of fifty-five years with the New Haven Railroad and its predecessors, Mr. Russell has retired from active service, although he has assented to the request of the railroad to continue his connection with the road in a consulting capacity.

Mr. Russell began railroading when only sixteen years old, as an office boy at Boston in the executive offices of the New York and New England Railroad. Through the years he was advanced to various positions and in 1929 was elected Executive Vice-President, representing the President in all matters on the East end of the system. He served in this capacity until 1935 when he was named Vice-President in charge of all legislative matters, both Federal and State.

For the past several years he has been serving as President and Director of the Old Colony Railroad, President and Director of the Union Freight Railroad Co., Vice-President of the New England Steamship Company, and is affiliated officially with the Boston Terminal Company, Boston Railroad Holding Company, Providence Produce Warehouse Company, Providence, Warren and Bristol Railroad Company, Boston Municipal Research Bureau and Traveler's Aid Society of Boston.

He is Past President of The Traffic Club of New England, and is a member of the Algonquin Club of Boston, Beacon Society, The New England Railroad Club, New Haven Railroad Club and the Association of Railroad and Steamboat Agents.

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EXPORT NEWS

By W. ADAM JOHNSON, *Manager, Foreign Trade Dept., and Manager, Hartford Cooperative Office, Bureau of Foreign and Domestic Commerce*

THE PROPOSED FEDERAL BUDGET, as originally written, failed to provide any funds for the continuation of the thirty regional offices of the Department of Commerce. Connecticut manufacturers have found these offices to be of tremendous help to them in their contacts with government. Several hundred letters have been written by manufacturers throughout the state urging the House Sub-committee on Commerce Appropriations to reinstate the \$430,000.00 required to continue the regional offices.

President Fuller wrote to the Connecticut delegation in response to requests for specific instances of services rendered by the Department of Commerce through the regional offices, as follows:

"I appreciate having your letter and am very happy to give you an estimate of the services rendered by the regional offices of the Department of Commerce to manufacturers in the State of Connecticut.

"In the last six months, the Department of Commerce through this office sent each week to 465 companies a complete recap of all information pertaining to export and import procedure. This information has included regulations of the Customs Division of the Treasury Department, the regulations under Executive Order 8389 relative to the freezing of foreign funds, complete information on the Proclaimed List of Blocked Nationals, information relative to the Office of Export Control, the import control M-63 order, the WPB M-148 order, the Controlled Materials Plan as it affects exporting, information on foreign visitors to the country, foreign tariff regulations, and foreign financial news.

"Other than the survey, one hundred copies of the Comprehensive Ex-

port Control Schedule, and one hundred copies of each of the Current Export Control Bulletins are sent to manufacturers throughout the state as they are released.

"In addition to this we have answered approximately 460 written inquiries as well as approximately 870 telephone inquiries. Many thousands of required forms have been distributed by this office.

"This office has obtained sales information reports on twenty-five foreign agents, and political information pertaining to pro-Nazi activities of fifteen agents.

"Please bear in mind that all of the figures given here are for those inquiries which have cleared only through this office and do not, in any way, indicate the total number of inquiries which have been handled by the regional offices direct. The National Foreign Trade Council has given figures relating to the activities of the New York Regional Office.

"I think you must agree that industry is very much interested in retaining an information source which is close enough for personal contact. At the same time it is apparent that just so much more confusion would be added to the Washington picture if the regional offices were discontinued.

"There are so many other services rendered by the regional offices relative to foreign trade and domestic statistics that it is unwise to attempt an enumeration of them all because they could not be fully covered.

"In contrast to the short-sighted attitude towards the Department of Commerce, the Government last month, in the face of rapidly rising farm prices, paid out 81% as much in farm subsidies as a year ago. And even with the acute labor shortage, 35% as much was spent on WPA. We spent 53 times as much on WPA last month

alone as we did in an entire year on the Department of Commerce field offices; 200 times as much on farm subsidies last month as on those field offices in a year. \$430,000.00 invested in these field offices will pay big dividends

"If this does not give you the information you desire, we will be glad to answer any specific questions you may raise. If there is any question as to whether or not the appropriation will be reinstated for the continuation of the Department of Commerce's offices, we would be very happy to make an appearance before the committee and will ask you to be the judge to determine whether or not such an appearance should be made."

★ ★ ★

TWENTY-NINE EXECUTIVES of Connecticut industry met in New Haven on March 5th to consider the proposed renewal of the Reciprocal Trade Agreements Act which expires on June 12th. Fourteen of the group were members of the Foreign Trade Committee of the Association. President Fuller presided. Guests were Dr. Alexander V. Dye, Executive Director, Foreign Trade Reconstruction Committee of the National Foreign Trade Council, and William Cliff, Secretary of the American Tariff League.

★ ★ ★

LEND-LEASE: Franklyn Johnston, Publisher of the *American Exporter*, takes a look at Lend-Lease and finds that commercial exports to the British Empire and Egypt, exclusive of Canada and Great Britain in the eleven months came to \$600,000,000. That is, exports other than Lend-Lease. A lot of exporters will find this mighty hard to believe, so large a shadow is

(Continued on page 34)

"RES JUDICATA"

Wage Stabilization Procedure Must Be Decentralized

WHEN the War Labor Board was established, it was apparent that it would soon become overloaded with dispute cases involving wage demands. At that time, due to the fact that there was no wage stabilization law and employers were free to make voluntary wage adjustments, the Board's jurisdiction was, because of this situation, necessarily confined to action on union demands.

With the advent of the anti-inflation law which placed a ceiling on the maximum rates paid in respect to any particular job classification, employers, especially in non-union companies, became faced with a new element of constraint, which was a mandatory bar against traditional practices of granting wage increases when the will or need to take such action manifested itself.

This development has been reflected in a multiplicity of voluntary wage adjustment applications especially by employers in critical labor areas where competition within the labor market has reached the highest levels.

The National War Labor Board, realizing that this additional burden would eventually overcome it, effected a decentralization plan providing for twelve regional boards, having full authority to handle both dispute and voluntary cases. Further, the regional directors have been given sole power, to act in voluntary adjustment matters, in certain instances and under prescribed conditions.

The claim now is made here that further decentralization is needed. In-

sofar as the New England War Labor Board is being pressed by approximately 750 companies monthly, the great majority of applications being beyond the jurisdiction of the regional director, it is apparent that no one board can expeditiously meet such a problem which is increasing from day to day. The present average waiting period on board action between application and approval date of six to ten weeks will undoubtedly expand in the future.

This is a serious situation for an employer whose labor supply is rapidly depleting because of serious competitive conditions in respect to wage rates.

It is true that this delay is caused to a considerable extent by the time-consuming factor involving correct processing of applications and investigation of wage conditions in the applicant's particular area or industry. However, this is all a necessary part of the machinery which has been established.

The recommendation is made, from a selfish standpoint, that Connecticut industry and labor be accorded the benefit of further decentralization, which would entail the establishment of a separate board whose personnel would be fully acquainted with the conditions in this state, this element being entirely lacking with the New England Board, also its administrative and investigatory personnel. Its decisions could be made subject to final review by the New England Board, but at least the problem of wage

stabilization would be met with a much greater degree of simplicity, speed of action, and thoroughness.

The argument has been made that the problem of wage stabilization must be considered on a wide area or regional basis. This is amplified by the contention that if each state were empowered with jurisdiction over the matter, the prevailing balances existing between adjoining states would be thrown out of line. This is answered by the fact that the necessity for this type of decentralization only exists in the case of the few highly industrialized states, and, furthermore, any such board must operate within the formulas laid down by the national board.

It is perfectly apparent that a Connecticut Board constituted with Connecticut industrial and labor representatives would have the fullest understanding and knowledge of "historical" or "unusual" differentials existing here, and their ability to evaluate, for that reason, the needs for and effects of any action certainly would surpass the paper analysis upon which the New England Board's decisions are generally and necessarily based.

There is no reason militating against a local solution of a national problem when certain limits are prescribed.

The failure of the Federal Government and its agencies to realize the need for and benefit from such localized control in instances of this nature has been largely responsible for the inability of labor and management to pool all their efforts towards full production.

INDUSTRY CAN HELP WAR GARDEN PLAN

(Continued from page 5)

this time is to acquaint its personnel with the real facts of the food situation. The Defense Council is in a position to provide movies, posters and other aids in such a campaign and the Extension Service through the Farm Bureau Offices will provide speakers

for the purpose. Plans for community gardens can also be obtained from the same source. Some suggestions on the practical aspects of setting up community gardens may be obtained from pages 7 and 8 of a manual entitled "How to Establish The Connecticut War Garden Plan in Your Community" which can be obtained at the offices of the Defense Council in the State Armory, Hartford, Connecticut. The problem of providing factory workers with an adequate garden op-

portunity is one of the most difficult for local war garden committees to meet. Anything which industrial concerns can do to aid in solving this problem will directly benefit them and be of general service to the State and their local communities.

The program, however, is not confined to the raising of vegetables alone. Another part of the general program for increasing the State food supply has to do with encouraging the home preservation of foods for use next

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winter. This is a most important aspect of the plan, since summer time, when gardens yield their produce, is a time of relative abundance of commercially produced foods in Connecticut. Indeed, unless an important part of summer produced food is made available for use next winter the whole scheme falls short of its objective.

The second part of the general scheme known as the Plan for Home Preservation of Foods, is set up on a basis parallel with the War Gardens Plan. It is headed by a separate, though interlocking, Advisory Committee, and the technical division is headed by Miss Edith Mason, head of the Home Demonstration Department of the Extension Service. The method of distribution of technical information on canning, dehydrating, quick-freezing and storing of foods is identical with the procedure under the War Gardens Plan being prepared by the Extension Service and made available through the County Farm Bureau Offices to local committees and so to the general public. In most instances one and the same local committee is concerned with promoting both the War Garden Plan and the Home Preservation of Foods Plan in its community, though it is left to the discretion of the local community as to whether one or two committees, working together, are needed to make these two parts of the food program most effective in individual townships.

As with the War Garden Plan industrial concerns can be of great assist-

ance in promoting home preservation of foods. Some utility companies, for instance, are providing home dehydrators to supplement other means of preserving foods for winter use. It has been hoped that ice cream dealers could be induced to convert their equipment for use in quick-freezing and storing both meats and vegetables for use in the State. Incidentally, it is still possible to obtain equipment for cold storage locker systems, though priorities are required, and some industrial concerns might be interested in making facilities of this sort available to employees. Other concerns intend to arrange for canning demonstrations for the wives of employees and, if suitable equipment is obtainable, for the foundation of canning kitchens under the supervision of trained persons.

It is difficult in the space of a short article to give full expression to all the possibilities that lie open along these lines. However, it should be emphasized that there is no danger at all of doing too much toward insuring an adequate supply of food for the industrial workers of the State of Connecticut. Everything, unfortunately, points in the other direction. Individuals or firms interested in pursuing the subject further or in obtaining additional suggestions and aid in developing plans suitable to their conditions are respectfully requested to bring their problems to the attention of the author of this article who will endeavor to render them every assistance in finding a satisfactory solution.



GARDEN CLUBS, formed among the personnel of Connecticut war plants, can contribute much to a successful gardening program. Pooling of seed, fertilizer, insecticides and other necessities is possible and club members may gain much helpful advice by exchanging ideas.

BUSINESS PATTERN

THE index of general business activity in Connecticut fell off slightly to an estimated 106.8% above normal in February. The United States index, on the other hand, rose to 37% above normal, the February increase of more than 1% being the largest monthly gain since 1941.

The index of non-agricultural employment in February stands at an estimated 90.5% above normal. Off slightly from January, it is the first February decrease since 1940. The largest employment loss, which was in Hartford, was caused principally by retooling operations. Reflecting this decline is the fact that, in February, lay-offs in the Hartford area increased to four times the average for the last six months. Furthermore, uncertainty as to how long this phase will continue is evidenced in the rate of voluntary quits which were 64% above the last six months' average. Elsewhere in the state, employment losses were slight.

Up to now the impact of draft calls, which have grown successively heavier

each month, has been met in part by the entrance into industry of women not previously included in the labor force. However, the level of initial successes in obtaining women workers has not been maintained and new gains are at a rate considerably below those registered in past months. Contributing to the unsettled labor supply situation, in Connecticut's case, is the recent decision of the War Manpower Commission which rules against the renewal of war contracts in areas of critical labor shortage. Thus, to the always present group of workers who are in the process of changing from one job to another may be added still more who, uncertain as to their present status, attempt to seek conditions which appear to offer more permanent employment. Such conditions, were they to become widespread, would greatly affect the productive effort of Bridgeport, Waterbury, Hartford, New Britain and Bristol, all defined as critical areas by WMC.

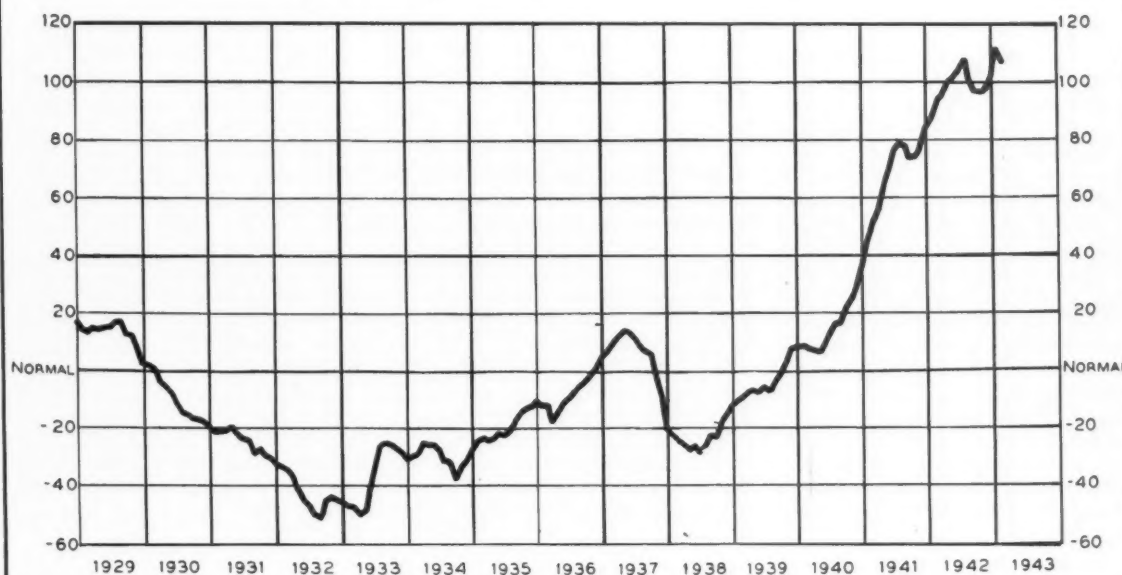
Similarly the index of manhours

worked in Connecticut factories is down slightly in February, the first decline for that month since 1940. Following almost exactly the pattern of the employment index the heaviest loss was in Hartford, while generally small movements downward were reported in other areas. A factor further contributing to the general decline was the difficulty presented to many workers during the recent bad weather in traveling long distances to their places of work which has become necessary because of housing shortages. Nevertheless, at its present level the index is 22.6% greater than it was a year ago.

The latest earnings and hours figures released show that the average Connecticut male factory worker received in December \$55.24 for a 49.3 hour week. The United States average was \$46.94 for 45 hours. Connecticut female factory employees received \$33.66 for a 43.5 hour week while the country's average for women was only

(Continued on page 35)

GENERAL BUSINESS IN CONNECTICUT COMPARED WITH NORMAL



EXPORT NEWS

(Continued from page 30)

thrown by Lend-Lease. But there it is.

The Department of Commerce figures show that 26% of all exports to the British Empire and Egypt, exclusive of Canada and the United Kingdom were commercial, 74% Lend-Lease. In the case of Canada 92% were commercial and only 8% Lend-Lease.

This includes military goods. As regards non-military goods to Canada and the British West Indies, only 2% went through Lend-Lease.

Let's set this on the table and see how it looks:

In all, non Lend-Lease exports in 1942 amounted to over three billion dollars, \$3,158,000,000, which is actually more than our exports averaged for 1936, 1937, and 1938.

So even if 58% of our exports last year did go through Lend-Lease, the 42% remaining was slightly higher than the pre-war average.

Lend-Lease is going to do everything possible from now on consistent with the war effort to ease the impact on foreign trade, Philip Young, Deputy Administrator of the Lend-Lease Administration, promised exporters at a meeting the other day at New York, sponsored by the Commerce & Industry Association of New York, and repeated this pledge at the Chicago World Trade Conference at Chicago. This is important news.

Mr. Young said that Lend-Lease believes that "the national interest calls for maintenance of private trade channels."

Lend-Lease is attempting to adjust its operations so as to cause as little damage to export trade as possible. As a first step, trade names and brands are being permitted in Lend-Lease requisitions.

Where cash can be paid, the presumption is that normal channels will be used except in special emergencies. Where a foreign government has once approved a transaction through commercial channels, it will not be transferred to Lend-Lease except in special emergencies.

Every effort will be made to see that export representatives and distributors at home and abroad shall be reimbursed for services.

Lend-Lease has asked its procurement agencies (Army, Navy, Treas-

ury, Agriculture, and Maritime Commission) to recognize normal channels of trade and trade names and has asked OPA to consider Lend-Lease "cash reimbursement" purchases as export sales in the full meaning of the word.

Mr. Young disclosed that these "cash reimbursement" purchases through Lend-Lease (purchases where the foreign government pays cash to Lend-Lease) were originally designed for the Dutch East Indies and have only represented 4% of total requisitions and only 1/10 of 1% of total purchases.

These statements and promises represent a great step forward but some export merchants still have their fingers crossed until the various procurement agencies, especially Ordnance, act in wholehearted harmony with Lend-Lease's declared policy.

PRELUDE TO POST-WAR PLANNING

(Continued from page 15)

point we have good reason to say that our future markets, abroad as well as at home, will prove as varied as manufacturing ingenuity can make them, and of as gratifying a volume as ability to inspire popular interest can achieve for them. It is not conceivable that we will fall into the error of forgetting, in our coming relations with foreign markets, how much our mass production methods depend for success upon our mass distribution methods based on dynamic sales presentation.

Home Markets

For the home markets excellent forecasts are already well under way for the purpose of estimating what kinds and quantities of factory products are going to be in early post-war demand. From figures at hand it appears that the American public is thinking in terms of more than fifteen billion dollars worth of purchases of peace-time products including autos, household appliances, home furnishings, property improvements and new homes, all within six months from the day the war is over. It is only necessary to take mental note of the long list of things not counted in the articles covered by the five groups just mentioned to realize that other billions of domestic dol-

Services At Your Door

THE HENRY SOUTHER ENGINEERING CO.

Engineering & Chemical
Service

Research Facilities for
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Hartford,

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WOODWORK

C. H. DRESSER & SON, INC.

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work of All Kinds

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Men and women work-
ers use Protek for
hands to prevent ma-
chine oils, grease, etc.
from causing skin irri-
tations.

APOTHECARIES HALL CO.

Distributors
WATERBURY, CONN.

lars will flow into the multitude of channels freed for post-war trade and commerce in our own land. Great as are these domestic markets, the post-war volume of demand from much of the rest of the world can hardly fail to pile up a total exceeding anything ever before known. We used to regard an export volume representing from ten to fifteen percent of our annual production as normal and satisfactory. After this war we are likely to face an aggregate reconstruction and rehabilitation demand (as distinct from later commercial demand) that will tax our best production efforts. But it will be following the period of replenishing urgent foreign needs that the test will come as to our ability to develop permanence for our products in the markets abroad. If we follow our established domestic marketing policy by emphasizing abroad as we do at home the relation of each article to the standard of living implicit in American products, if we thus integrate our selling, we will have a permanently weighty place in numerous foreign markets. Never before have there been so many forward-looking people all over the world as there will be after this war.

ACCOUNTING HINTS

(Contributed by Hartford Chapter, National Association of Cost Accountants)

MANPOWER is the crying need of the industries constituting the "home front" and it is constantly growing more acute. Manufacturers in the State of Connecticut are quite generally beset with this problem. While primary emphasis is placed on the manpower requirements for productive operations, the shortage of adequate help of the white collar variety has also become pronounced. The record keeping and accounting functions are vital to the smooth and efficient performance of the operating divisions. Governmental regulations and restrictions governing labor and the procurement of material appear to be endless and each mail bears additional requirements, but without current comprehensive records the forms and questionnaires controlling the situation cannot be adequately prepared.

The impact of the labor shortage has likewise affected the office staffs perhaps even to a greater degree. This has led to the adoption of many expedients and short cuts to meet the emergency, with the result that the internal control has been impaired. While first

things must come first, management should nevertheless be aware of the fact that serious defects and losses can develop and go on undetected if due care is not maintained. The abandonment of safeguards and internal control opens up the opportunity for employee frauds and embezzlements.

Losses on this score are usually attributable to trusted employees. In many instances a trail of losses has started through an accidental error which has gone undetected, and the employee has observed how easily the incident could be repeated to his personal benefit. Under present conditions, with the turnover of personnel and the neglect of internal control, substantial losses may develop. There are innumerable instances where deliberate embezzlement is not intended but unanticipated conditions had developed which prevented the return of the "borrowings" from the employer and thus the offense is consummated.

The delinquency of an employee can sometimes be attributable to the employer himself. If the employer has previously required the employee to connive for his master's ends, the em-

ployee cannot be criticized if he develops the habit.

Bonding is highly desirable as a deterrent to employee frauds, but the maintenance of genuine internal control is really an indispensable requirement. It has been the practice of many concerns to rely on the services of independent auditors to prevent dishonesty, but auditing firms have also had their organizations seriously depleted, in addition to being required to render many special types of services, so that many detailed operations have been waived. It is practically a unanimous recommendation on their part that sound internal control be definitely maintained.

"Effect of Recent Legislation on Costs" will be the subject of discussion at the monthly meeting of Hartford Chapter, N. A. C. A., April 20, 1943. John H. Gilbert, Treasurer, Chase Brass & Copper Company will be the speaker. The vast amount of statutory and directive legislation emanating from all governmental and quasi-governmental sources makes this theme a very timely one.

BUSINESS PATTERN

(Continued from page 33)

\$26.51 for a 40.7 hour week.

The index of freight shipments originating in eight Connecticut cities declined fractionally to 68.9% above normal in February. At this point, the index is marking time until the adjustment involved in the change over from defensive to offensive war production has been completed and tonnage shipments renew their upward trend.

Again in February the index of construction work in progress in Connecticut continued its downward movement falling to an estimated 9.9% below normal. Industrial facilities are now mostly completed and little activity in the way of non-residential

building remains. Such items are primarily for conversion of heating equipment, storage purposes, limited public works and such comparatively light construction. On the residential side, there are three large projects under way in the Hartford area with 1,038 units of both the family and dormitory type, consisting of 148 dwelling buildings and three community buildings. Plans are being drawn and contracts awarded throughout industrial areas of the state for similar projects involving about 800 family units.

The Bureau of Labor Statistics wholesale price index of nearly 900 commodities rose 0.2% in the week ending March 6. At this level the index stands 1% above a month ago and 6.2% higher than last year, at this time. Further gains in the prices of fresh fruits and vegetables largely ac-

counted for the advance. During February price ceilings were extended to seven fresh vegetables and approximately 96% of our food products are now under some form of control.

The cost of living in the United States, as reported by the National Industrial Conference Board rose another 0.4% between January and February. Again, food costs continued to be the leading factor in the increase, rising 1% during the month. A rise in the retail price of coal carried the fuel and light component of the index .5% higher. Comparisons show that over the past 12 months of all the components of the index food has shown the largest increase—15.2%. Next greatest rise has been for clothing which is up 4.9%. The remaining items—housing, fuel and light, and sundries—have risen moderately, averaging a gain of approximately 2%.

IT'S MADE IN CONNECTICUT

Ed. NOTE. This department, giving a partial list of products manufactured in Connecticut by company, seeks to facilitate contacts between prospective purchasers in domestic or foreign markets and producers. It includes only those listings ordered by Connecticut producers. Interested buyers may secure further information by writing this department.

(Advertisement)

Accounting Forms		Bathroom Accessories		Brick-Building	
The Baker Goodyear Co	New Haven	The Autoyre Company	Oakville	The Donnelly Brick Co	New Britain
Accounting Machines		The Charles Parker Co	Meriden	Bricks—Fire	
Underwood Elliott Fisher Co	Hartford	Bearings		Howard Company	New Haven
Adding Machines		New Departure Div of General Motors (ball)	Bristol	The Hartford Special Machinery Co	Hartford
Underwood Elliott Fisher Co	Hartford	The Fafnir Bearing Co (ball)	New Britain	Brooms—Brushes	
Advertising Printing		Norma-Hoffmann Bearings Corp (ball and roller)	Stamford	The Fuller Brush Co	Hartford
The Case Lockwood & Brainard Co	Hartford	Bells		Buckles	
Advertising Specialties		Bevin Brothers Mfg Co	East Hampton	The Hatheway Mfg Co (Dee Rings)	Bridgeport
The H C Cook Co 32 Beaver St	Ansonia	The Gong Bell Mfg Co	East Hampton	The Hawie Mfg Co	Bridgeport
Scovill Manufacturing Co (Made to Order)	Waterbury	Sargent and Co	New Haven	The G E Prentice Mfg Co	New Britain
The Waterbury Button Co	Waterbury	The N N Hill Brass Co	East Hampton	John M Russell Mfg Co Inc	Naugatuck
Aero Webbing Products		Belting		B Schwanda & Sons	Staffordville
Russell Mfg Co	Middletown	Hartford Belting Co	Hartford	The Patent Button Co	Waterbury
Air Compressors		The Russell Mfg Co	Middletown	The Waterbury Button Co	Waterbury
The Spencer Turbine Co	Hartford	The Thames Belting Co	Norwich	Buffing & Polishing Compositions	
Aircraft Accessories		Benches		Apothecaries Hall Co	Waterbury
Warren McArthur Corp (Airplane Seating)	Bantam	The Charles Parker Co (piano)	Meriden	Lea Mfg Co	Waterbury
Aircraft—Repair & Overhaul		Bicycle Coaster Brakes		Buffing Wheels	
United Airports Div United Aircraft Corp	Rentschler Field East Hartford	New Departure Div General Motors Corp	Bristol	The Williamsville Buff Mfg Co	Danielson
Airplanes		Bicycle Sundries		Buttons	
Vought-Sikorsky Aircraft, Div United Aircraft Corp	Stratford	New Departure Div General Motors Corp	Bristol	B Schwanda & Sons	Staffordville
Aluminum Castings		Binders Board		Colt's Patent Fire Arms Mfg Co	Hartford
Newton-New Haven Co 688 Third Avenue	West Haven	Colonial Board Company	Manchester	Scovill Manufacturing Co (uniform and tack fastened)	Waterbury
Aluminum Forgings		Biological Products		The Waterbury Button Co	Waterbury
Scovill Manufacturing Co (small)	Waterbury	Ernst Bischoff Company Inc	Ivoryton	Cabinets	
Aluminum Goods		Blades		The Charles Parker Co (medicine)	Meriden
Scovill Manufacturing Co (To Order)	Waterbury	Capewell Manufacturing Company, Metal Saw Division, (hack saw and band saw)	Hartford	Cable	
The Waterbury Button Co	Waterbury	Blocks		The Wiremold Co (electric, non-metallic sheathed)	Hartford
Aluminum—Sheets & Coils		Howard Company (cupola fire clay)	New Haven	Cams	
United Smelting & Aluminum Co Inc	New Haven	Blower Fans		The Hartford Special Machinery Co	Hartford
Ammunition		The Spencer Turbine Co	Hartford	Canvas Products	
Remington Arms Co Inc	Bridgeport	Colonial Blower Company	Hartford	F B Skiff Inc	Hartford
Artificial Leather		Blower Systems		Carpets and Rugs	
The Permatex Fabrics Corp	Jewett City	Boilers		Bigelow-Sanford Carpet Co	Thompsonville
Zapon Div, Atlas Powder Co	Stamford	The Bigelow Co	New Haven	Carpet Lining	
Asbestos		Petroleum Heat & Power Co (domestic only)	Stamford	Palmer Brothers Co	New London
Rockbestos Products Corp (insulated wire, cable and cords)	New Haven	Bolts and Nuts		Castings	
The Raybestos Div of Raybestos-Manhattan Inc (brake lining, clutch facings, sheet packing and wick)	Bridgeport	Clark Brothers Bolt Co	Milldale	The Charles Parker Co (gray iron)	Meriden
Assemblies, Small		The O K Tool Co Inc (T-Slot)	33 Hull St Shelton	The Bradley & Hubbard Mfg Co (gray iron, brass, bronze, aluminum)	Meriden
The Greist Manufacturing Co	New Haven	The Blake & Johnson Co (nuts, machine screw-bolts, stove)	Waterville	The Gillette-Vibber Co (gray iron, brass, bronze, aluminum, also Bronze Bushing Stock)	New London
The Wallace Barnes Co Div, Associated Spring Corp	Bristol	Box Board		The Sessions Foundry Co (gray iron)	Bristol
Auto Cable Housing		The Lydall & Foulds Paper Co	Manchester	John M Russell Mfg Inc (brass, bronze and aluminum)	Naugatuck
The Wiremold Company	Hartford	National Folding Box Co	New Haven	Malleable Iron Fittings Co (malleable iron and steel)	Branford
Automatic Control Instruments		New Haven Pulp & Board Co	New Haven	McLagon Foundry Co (gray iron)	New Haven
The Bristol Co (temperature, pressure, flow, humidity, time)	Waterbury	Robertson Paper Box Co	Montville	Newton-New Haven Co (zinc and aluminum)	688 Third Ave West Haven
Automobile Accessories		Boxes—Paper—Folding		Philbrick-Booth & Spencer Inc (gray iron)	Hartford
The Rostand Mfg Co (windshields, seats, and body hardware)	Millford	Atlantic Carton Corp	Norwich	Scovill Manufacturing Co (brass and bronze)	Waterbury
The Raybestos Div of Raybestos-Manhattan Inc (brake lining, rivets brass, clutch facings, packing)	Bridgeport	S Curtis & Son Inc	Sandy Hook	Union Mfg Co (gray iron)	New Britain
Automotive Friction Fabrics		M S Dowd Carton Co	Hartford	Wilcox Crittenden & Co Inc (gray iron and brass)	Middletown
The Russell Mfg Co	Middletown	National Folding Box Co (paper folding)	New Haven	Castings—Permanent Mould	
Automotive & Service Station Equipment		The New Haven Pulp & Board Co	New Haven	The Bradley & Hubbard Mfg Co (zinc and aluminum)	Meriden
Scovill Manufacturing Co (Canned Oil Dispensers)	Waterbury	Robertson Paper Box Co	Montville	Centrifugal Blower Wheels	
The Raybestos Div of Raybestos-Manhattan Inc (brake service machinery)	Bridgeport	Brake Linings		The Torrington Manufacturing Co	Torrington
Bakelite Moldings		Colt's Patent Fire Arms Mfg Co	Hartford	Chain	
The Waterbury Button Co	Waterbury	The Raybestos Div of Raybestos-Manhattan Inc (automotive and industrial)	Bridgeport	John M Russell Mfg Co Inc	Naugatuck
Balls		The Russell Mfg Co	Middletown	Chain—Welded and Weldless	
The Abbott Ball Co (steel bearing and burnishing)	Hartford	Brass and Bronze		Bridgeport Chain & Mfg Co	Bridgeport
The Hartford Steel Ball Co (steel bearing and burnishing, brass, bronze, monel, stainless, aluminum)	Hartford	The American Brass Co (sheet, wire rods, tubes)	Waterbury	Chains—Bead	
Barrels		The Bristol Brass Corp (sheet, wire, rods)	Bristol	The Bead Chain Mfg Co	Bridgeport
The Abbott Ball Co (burnishing and tumbling)	Hartford	The Miller Company (phosphor bronze and brass in sheets, strips, rolls)	Meriden	Chemicals	
The Hartford Steel Ball Co (tumbling)	Hartford	The Thinsheet Metals Co (sheets and rolls)	Waterbury	Apothecaries Hall Co	Waterbury
Brass Mill Products		Brass Goods		MacDermid Incorporated	Waterbury
Bridgeport Brass Co	Bridgeport	Sargent and Company	New Haven	American Cyanamid & Chemical Corp	Waterbury
Scovill Manufacturing Co	Waterbury	Scovill Manufacturing Co (To Order)	Waterbury	Chrom'um Plating	
Brass Stencils—Interchangeable		Brass Mill Products		Chromium Corp of American	Waterbury
The Fletcher Terry Co	Box 415, Forestville	Bridgeport Brass Co	Bridgeport	The Chromium Process Company	Derby
Bricks—Building		Brass Stencils—Interchangeable		Chucks & Face Plate Jaws	
Bricks—Fire		The Fletcher Terry Co	Box 415, Forestville	Union Mfg Co	New Britain
Broaching		Bricks—Building		Clamps—Wood Workers	
Bricks—Fire		Bricks—Fire		Sargent and Company	New Haven
Broaching		Bricks—Fire		Clay	
Brooms—Brushes		Bricks—Fire		Howard Company (Fire Howard "B" and High Temperature Dry)	New Haven
Buckles		Bricks—Fire		Clay	
Bridges		Bricks—Fire		Clay	
Bridgeport		Bricks—Fire		Clay	
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	Furnace Linings	
The Mullite Refractories Co		Shelton
	Furniture Pads	
The Gilman Brothers Company		Gilman
	Fuses	
Colt's Patent Fire Arms Mfg Co		Hartford
	Galvanizing & Electric Plating	
The Gillette-Vibber Co.		New London
	Galvanizing	
Malleable Iron Fittings Co		Branford
Wilcox Crittenden & Co Inc		Middletown
	Gaskets	
The Raybestos Div of Raybestos Inc		Manhattan Bridgeport
	Gauges	
The Bristol Co (pressure and vacuum—recording automatic control)		Waterbury
	Gears—Reverse & Reduction for Motor Boats	
The Snow-Nabstedt Gear Corp.		New Haven
	Gears and Gear Cutting	
The Hartford Special Machinery Co		Hartford
	General Plating	
The Chromium Process Co (copper, nickel, chromium and cadmium plating)		Derby
	Glass Coffee Makers	
The Sillex Co		80 Pliny St Hartford
	Glass Cutters	
The Fletcher Terry Co		Box 415, Forestville
	Golf Equipment	
The Horton Mfg Co (clubs, shafts, balls, bags)		Bristol
	Graphite Crucibles & Products	
American Crucible Co		Shelton
	Greeting Cards	
A D Steinbach & Sons Inc		New Haven
	Grinding	
The Centerless Refractories Co Inc (Precision custom grinding; centerless, cylindrical, surface, internal, and special)		Bridgeport
19 Staples Street		Hartford
	Hardware	
The Hartford Special Machinery (threads, cams and splines)		Hartford
	Hardware—Trailer Cabinet	
Sargent and Co		New Haven
Wilcox Crittenden & Co Inc (marine heavy and industrial)		Middletown
	Hardware—Trunk & Luggage	
The Excelsior Hardware Co		Stamford
	Hat Machinery	
J H Sessions & Son		Bristol
	Headers	
Doran Brothers Inc		Danbury
	Heat Treating	
The E J Manville Machine Co		Waterbury
	Heat-Treating Equipment	
The A F Holden Co		New Haven
200 Winchester St		Elmwood
	Heating Apparatus	
The Bennett Metal Treating Co		Hartford
1045 New Britain Ave		Oakville
The Stanley P Rockwell Co Inc		New Haven
296 Homestead Ave		Hartford
	Hinges	
The A F Holden Co		Bristol
200 Winchester St		Meriden
	Hollow Screws	
The Stanley P Rockwell Co Inc (commercial)		Bridgeport
296 Homestead Ave		Beacon Falls
The Wallace Barnes Co Div Associated Corp		New Britain
	Hose Supporter Trimmings	
The Miller Company (domestic oil burners and heating devices)		Hartford
Crane Company		Bridgeport
	Hose Supporter Trimmings	
Malleable Iron Fittings Co		Branford
	Hollow Screws	
Sargent and Company		New Haven
Homer D Bronson Company		Beacon Falls
	Holds and Trolleys	
Union Mfg Company		New Britain
	Hollow Screws	
The Allen Manufacturing Co		Hartford
	Hose Supporter Trimmings	
The Hawie Mfg Co (So-Lo Grip Tabs)		Bridgeport
	Hot Water Heaters	
Petroleum Heat & Power Co (Instantaneous domestic oil burner)		Stamford
	Industrial Finishes	
Zapon Div Atlas Powder Co		Stamford
	Insecticides	
American Cyanamid & Chemical Corp		Waterbury
	Insulated Wire Cords & Cable	
The Kerite Insulated Wire & Cable Co Inc		Seymour
	Insulation	
The Whitney Blake Co (Graybar Electric exclusive Distributors)		Co Ex-Hamden
	Insulating Refractories	
The Gilman Brothers Co		Gilman
	Insulating Refractories	
The Mullite Refractories Co		Shelton
	Japanning	
J H Sessions & Son		Bristol

IT'S MADE IN CONNECTICUT

—CONTINUED—

Jointing		Milk Bottle Carriers		Propeller Fan Blades	
The Raybestos Div of Raybestos-Manhattan Inc (compressed sheet)	Bridgeport	The John P Smith Co 323-33 Chapel St	New Haven	The Torrington Manufacturing Co	Torrington
Key Blanks		Millboard		Punches	
Sargent and Company	New Haven	The Raybestos Div of Raybestos-Manhattan Inc (asbestos)	Bridgeport	The Hoggson & Pettis Mfg Co (ticket & cloth)	New Haven
The Graham Mfg Co	Derby	Mill Supplies		Putty Softeners—Electrical	
Knit Goods		Wilcox Crittenden & Co Inc	Middletown	The Fletcher Terry Co	Box 415 Forestville
American Hosiery Company	New Britain	Moulded Plastic Products		Pyrometers	
J & J Cash Inc (Woven)	South Norwalk	The Patent Button Co	Waterbury	The Bristol Co (recording and controlling)	Waterbury
Lacquers & Synthetic Enamels	Stamford	Colt's Patent Fire Arms Mfg Co	Hartford	Radiation-Finned Copper	
Zapon Div Atlas Powder Co	Ladders	The Watertown Mfg Co 117 Echo	Lake Road Watertown	The G & O Manufacturing Company	New Haven
A W Flint Co	196 Chapel St New Haven	Moulds		Railroad Equipment	
The Rostand Mfg Company (brass, colonial style & brass candlesticks)	Milford	The Hoggson & Pettis Mfg Co (steel)	141 Brewery St New Haven	The Rostand Mfg Co (baggage racks and mirrors for passenger cars)	Milford
Leather		The Sessions Foundry Co. (heat resisting for non ferrous metals)	Bristol	Rayon Yarns	
Herman Roser & Sons Inc (Genuine Pigskin)	Glastonbury	Nickel Anodes		The Hartford Rayon Corp	Rocky Hill
Leather Goods Trimmings		Apothecaries Hall Co	Waterbury	Razors	
The G E Prentice Mfg Co	New Britain	The Seymour Mfg Co	Seymour	Schick Inc. (electric)	Stamford
Letterheads		Nickel Silver		Reamers	
Lehman Brothers Inc (designers, engravers, lithographers)	New Haven	The Seymour Mfg Co	Seymour	The O K Tool Co Inc (inserted tooth)	Shelton
Lighting Equipment		Nuts Bolts and Washers		Recorders	
The Miller Co (Miller, Duplexalite, Ivanhoe)	Meriden	Clark Brothers Bolt Co	Milddale	The Bristol Co (automatic controllers, temperature, pressure, flow, humidity)	Waterbury
The Waterbury Button Co	Waterbury	Office Equipment		Refractories	
Sargent and Company	New Haven	Underwood Elliott Fisher Co	Hartford	Howard Company	New Haven
Locks—Cabinet		Oil Burners		Resistance Wire	
The Excelsior Hardware Co	Stamford	Malleable Iron Fittings Co	Branford	The C O Jelliff Mfg Co (Nickel chromium, kanthal)	Southport
Locks—Suit-case and Trimmings		The Silent Glow Oil Burner Corp	Hartford	Retainers	
The Excelsior Hardware Co	Stamford	1477 Park St	Hartford	The Hartford Steel Ball Co (bicycle & automotive)	Hartford
Locks—Trunk		Petroleum Heat & Power Co (domestic commercial and industrial)	Stamford	Reverse Gear—Marine	
The Excelsior Hardware Co	Stamford	Oil Burner Wick		The Carlyle Johnson Mach Co	Manchester
Locks—Zipper		The Raybestos Div of Raybestos-Manhattan Inc	Bridgeport	Riveting Machines	
The Excelsior Hardware Co	Stamford	Packing		The Grant Mfg & Machine Co	Bridgeport
Loom-Non-Metallic		The Raybestos Div of Raybestos-Manhattan Inc (rubber sheet and automotive)	Bridgeport	The Raybestos Div of Raybestos-Manhattan Inc (brake service equipment)	Bridgeport
The Wiremold Company	Hartford	Paints and Enamels		Rivets	
Machine Work		The Tredennick Paint Mfg Co	Meriden	The Connecticut Manufacturing Company	Waterbury
The Hartford Special Machinery Co (contract work only)	Hartford	Paperboard		Clark Brothers Bolt Co	Milddale
The Torrington Manufacturing Co (special rolling mill machinery)	Torrington	Connecticut Corrugated Box Div	Robert Gair Co Inc Portland	The Blake & Johnson Co (brass, copper and non-ferrous)	Waterville
Machinery		The New Haven Pulp & Board Co	New Haven	J H Sessions & Son	Bristol
The Hallden Machine Company (mill)	Thomaston	Paper Boxes		The Raybestos Div of Raybestos-Manhattan Inc (brass and aluminum tubular and solid copper)	Bridgeport
The Torrington Manufacturing Co. (mill)	Torrington	National Folding Box Co (folding)	New Haven	The Raybestos Div of Raybestos-Manhattan Inc (iron)	Bridgeport
The Standard Machinery Co (bookbinders)	Mystic	The New Haven Pulp & Board Co	New Haven	Rods	
Machinery Dealers & Rebuilders		Robertson Paper Box Co (folding)	Montville	The Bristol Brass Corp (brass and bronze)	Bristol
Botwinik Brothers	New Haven	The Strouse, Adler Co	New Haven	Roof Coatings & Cements	
Machinery Dealers Inc		Atlantic Carton Corp (folding)	Norwich	Tilo Roofing Co Inc	Stratford
Machines		Paper Clips		Roofing—Built Up	
Andrew C Campbell Div American Chain & Cable Co Inc (cutting & nibbling)	Bridgeport	The H C Cook Co (steel) 32 Beaver St	Ansonia	Tilo Roofing Co Inc	Stratford
The Patent Button Company	Waterbury	Paper Tubes and Cores		Rubber Chemicals	
Machines—Automatic		Sonoco Products Co (Climax-Lowell Div)	Mystic	The Stamford Rubber Supply Co ("Factice" Vulcanized Vegetable Oils)	Stamford
Machines—Forming		Parallel Tubes		Rubberized Fabrics	
The A H Nilson Mach Co (four-slide wire and ribbon stock)	Bridgeport	Sonoco Products Co (Climax-Lowell Div)	Mystic	The Duro-Gloss Rubber Co	New Haven
Malleable Iron Castings		Pharmaceutical Specialties		Rubber Footwear	
Malleable Iron Fittings Co	Branford	Ernst Bischoff Company Inc	Ivoryton	The Goodyear Rubber Co	Middletown
Marine Equipment		Phosphor Bronze		United States Rubber Prod Inc (Keds, Kedettes, Gaytees, U S Royal Footwear)	Naugatuck
The Rostand Mfg Co (portlights, deck, cabin and sailboat hardware)	Milford	The Seymour Mfg Co	Seymour	Rubbish Burners	
Wilcox Crittenden & Co Inc	Middletown	The Bristol Brass Corp (sheet)	Bristol	The John P Smith Co 423-33 Chapel St	New Haven
Marking Devices		The Miller Company (sheets, strips, rolls)	Meriden	Safety Fuses	
The Hoggson & Pettis Mfg Co	New Haven	Pipe		The Ensign-Bickford Co (mining & detonating)	Simsbury
Matrices		The American Brass Co (brass and copper)	Waterbury	The Capewell Mfg Co (Hack Saw, Band Saw)	Hartford
W T Barnum & Co Inc	New Haven	Howard Co (cement well and chimney)	New Haven	Saws, Band, Metal Cutting	
Mattresses		Crane Company (fabricated)	Bridgeport	Atlantic Saw Mfg Co	New Haven
Palmer Brothers Co	New London	Bridgeport Brass Co (brass & copper)	Bridgeport	Scales—Industrial Dial	
Waterbury Mattress Co	Waterbury	Scovill Manufacturing Co (copper, and yellow brass)	Waterbury	The Kron Company	Bridgeport
Mechanical Assemblies—Small		Pipe Fittings		Scissors	
M H Rhodes Inc	Hartford	Malleable Iron Fittings Co	Branford	The Acme Shear Company	Bridgeport
Metal Cleaners		Platers		Screw Machine Products	
Apothecaries Hall Co	Waterbury	The Patent Button Co	Waterbury	The Apex Tool Co Inc	Bridgeport
Metal Cleaning Machines		The Plainville Electro Plating Co	Plainville	The Connecticut Manufacturing Company	Waterbury
Colt's Patent Fire Arms Mfg Co	Hartford	Platers—Chrome		Corbin Screw Div, American Hardware Corp	New Britain
Metal Goods		The Plainville Electro Plating Co	Plainville	Screw Machine Products	
Bridgeport Brass Co (to order)	Bridgeport	Platers' Equipment		The Eastern Machine Screw Corp	Waterville
Metal Novelties		MacDermid Incorporated	Waterbury	Truman & Barclay St	New Haven
The H C Cook Co	32 Beaver St Ansonia	Plumbers' Brass Goods		The Humason Mfg Co	Forestville
The Waterbury Button Co	Waterbury	Bridgeport Brass Co	Bridgeport	The Greist Mfg Co (Up to 1 1/4" capacity)	
Metal Products—Stampings		Scovill Manufacturing Co	Waterbury	The Greist Mfg Co	New Haven
I H Sessions & Son	Bristol	Plumbing Specialties		Scovill Manufacturing Co	Waterbury
Scovill Manufacturing Co (Made to Order)	Waterbury	John M Russell Mfg Co Inc	Naugatuck	(Adv.)	
Metal Specialties		Pole Line			
The Excelsior Hardware Co	Stamford	Malleable Iron Fittings Co	Branford		
The G E Prentice Mfg Co	New Britain	Polishing Wheels			
Metal Stampings		The Williamsville Buff Mfg Co	Danielson		
The Autoyre Co (small)	Oakville	Presses			
The Patent Button Co	Waterbury	The Standard Machinery Co (plastic molding, embossing, and die cutting)			
The Excelsior Hardware Co	Stamford	Propellers—Aircraft			
I H Sessions & Son	Bristol	Hamilton Standard Propellers Div United Aircraft Corp	East Hartford		
The H C Cook Co	32 Beaver St Ansonia				
The Greist Mfg Co	503 Blake St New Haven				
The Waterbury Button Co	Waterbury				
Bridgeport Chain & Mfg Co					

IT'S MADE IN CONNECTICUT

—CONTINUED—

Screws		Steel—Magnetic		Valves—Automatic Air	
The Blake & Johnson Co (machine)	Waterville	Cinaudagraph Corporation	Stamford	Beaton & Cadwell Mfg Co	New Britain
Corbin Screw Div, American Hardware Corp	New Britain	Stereotypes		Valves—Flush	
Sargent and Company	New Haven	W T Barnum & Co Inc	New Haven	Beaton & Cadwell Mfg Co	New Britain
Clark Brothers Bolt Co	Milldale	Stop Clocks, Electric		Valves—Relief & Control	
The Charles Parker Co (wood)	Meriden	The H C Thompson Clock Co	Bristol	Beaton & Cadwell Mfg Co	New Britain
Scovill Manufacturing Co (cap and machine)	Waterbury	Studio Couches		Ventilating Systems	
Screws (Machine)		Waterbury Mattress Co	Waterbury	Colonial Blower Company	Hartford
The Connecticut Manufacturing Company	Waterbury	Super Refractories		Vises	
Scythes		The Mullite Refractories Co	Shelton	The Charles Parker Co	Meriden
Winsted Manufacturing Co	Winsted	Surface Metal Raceways & Fittings		Washers	
Sewing Machines		The Wiremold Company	Hartford	The Blake & Johnson Co (brass, copper & non-ferrous)	Waterville
The Greist Mfg Co (Sewing machine attachments)	503 Blake St New Haven	Switchboards		American Felt Co (felt)	Glenville
The Merrow Machine Co (Industrial)	2814 Laurel St Hartford	Plainville Electrical Products Co	Plainville	Clark Brothers Bolt Co	Milldale
Shaving Soaps		Switchboards Wire and Cables		The Sessions Foundry Co (cast iron)	Bristol
The J B Williams Co	Glastonbury	Rockbestos Products Corp (asbestos insulated)	New Haven	J H Sessions & Son	Bristol
Shears		Switches		The Raybestos Div of Raybestos-Manhattan Inc (clutch washers)	Bridgeport
The Acme Shear Co (household)	Bridgeport	Colt's Patent Fire Arms Mfg Co	Hartford	Watches	
Sheet Metal Products		Tanks		Benrus Watch Co	30 Cherry St Waterbury
The American Brass Co (brass and copper)	Waterbury	The Bigelow Company (steel)	New Haven	Waterproof Dressings for Leather	
Sheet Metal Stampings		Tape		The Viscol Company	Stamford
The American Buckle Co	West Haven	The Russell Mfg Co	Middletown	Webbing	
The Patent Button Co	Waterbury	Tap Extractors		The Russell Mfg Co	Middletown
J H Sessions & Son	Bristol	The Walton Co	94 Allyn St Hartford	Welding Rods	
Showcase Lighting Equipment		Taps, Collapsing		The Bristol Brass Corp (brass & bronze)	Bristol
The Wiremold Company	Hartford	The Geometric Tool Co	New Haven	Wicks	
Signals		Tarred Lines		The Russell Mfg Co	Middletown
The H C Cook Co (for card files)	Ansonia	Brownell & Co Inc	Moodus	The Raybestos Div of Raybestos-Manhattan Inc (oil burner wicks)	Bridgeport
Silks		Telemetering Instruments		Wire	
Cheney Brothers	South Manchester	The Bristol Co	Waterbury	The Bristol Brass Corp (brass & bronze)	Bristol
Sizing and Finishing Compounds		Textile Machinery		The Driscoll Wire Co (steel)	Shelton
American Cyanamid & Chemical Corp	Waterbury	The Merrow Machine Co	Hartford	Hudson Wire Co Winsted Div (insulated & enameled magnet)	Winsted
Smoke Stacks		2814 Laurel St		The Atlantic Wire Co (steel)	Branford
The Bigelow Company (steel)	New Haven	Textile Mill Supplies		The Platt Bros & Co (zinc wire)	Waterbury
Soap		Ernst Bischoff Company Inc	Ivoryton	P O Box 1030	Waterbury
The J B Williams Co (Industrial soaps, toilet soaps, shaving soaps)	Glastonbury	Textile Processors		Rockbestos Products Corp (asbestos insulated)	New Haven
Special Parts		The Aspinook Corp (cotton)	Jewett City	Scovill Manufacturing Co (brass, bronze and nickel silver)	Waterbury
The Greist Mfg Co (small machined, especially precision stampings)	503 Blake St New Haven	Thermometers		Wire Arches and Trellis	
Sponge Rubber		The Bristol Co (recording and automatic control)	Waterbury	The John P Smith Co	New Haven
The Sponge Rubber Products Co	Derby	Thin Gauge Metals		423-33 Chapel St	
Spreads		The Thinsheet Metals Co (plain or tinned in rolls)	Waterbury	Wire Baskets	
Palmer Brothers Company	New London	Thread		Rolock Inc (for acid, heat, degreasing)	Fairfield
Spring Coiling Machines		Max Pollack & Co Inc	Groton	Wire Cable	
The Torrington Manufacturing Co	Torrington	The American Thread Co	Willimantic	The Bevin-Wilcox Line Co (braided)	East Hampton
Spring Units		The Gardiner Hall Jr Co (cotton sewing)	South Willington	Wire Cloth	
American Chain & Cable Co Inc	Bridgeport	Wm Johl Manufacturing Co	Mystic	The C O Jelliff Mfg Co (All metals, all meshes)	Southport
Owen Silent Spring Co Inc (mattresses and upholstery furniture)	Bridgeport	Threading Machines		The John P Smith Co	New Haven
Spring Washers		The Grant Mfg & Machine Co (double and automatic)	Bridgeport	423-33 Chapel St	
The Wallace Barnes Co Div Associated Spring Corp	Bristol	Time Recorders		Wire Drawing Dies	
Springs—Coil & Flat		Stromberg Time Corp	Thomaston	The Waterbury Wire Die Co	Waterbury
The Humason Mfg Co	Forestville	Timers, Interval		Wire Dipping Baskets	
The Wallace Barnes Co Div Associated Spring Corp	Bristol	The H C Thompson Clock Co	Bristol	The John P Smith Co	New Haven
Springs—Flat		Timing Devices and Time Switches		423-33 Chapel St	
The Wallace Barnes Co Div Associated Spring Corp	Bristol	M H Rhodes Inc	Hartford	Wire Formings	
Springs—Furniture		Tinning		The Autoyre Co	Oakville
American Chain & Cable Co Inc	Bridgeport	Wilcox Crittenden & Co Inc	Middletown	Wire Forms	
Owen Silent Spring Co Inc	Bridgeport	The Thinsheet Metals Co (non-ferrous metals in rolls)	Waterbury	The Humason Mfg Co	Forestville
Springs—Wire		Tools		The Wallace Barnes Co Div Associated Spring Corp	Bristol
The Wallace Barnes Co Div Associated Spring Corp	Bristol	The Hoggson & Pettis Mfg Co (rubber workers)		Wire Goods	
Springs, Wire & Flat		141 Brewery St	New Haven	The Patent Button Co	Waterbury
The Autoyre Company	Oakville	The O K Tool Co Inc (inserted tooth metal cutting)	33 Hull St Shelton	The American Buckle Co (overall trimmings)	West Haven
Stair Pads		Tools, Dies & Fixtures		Scovill Manufacturing Co (To Order)	Waterbury
Palmer Brothers Company	New London	The Greist Mfg Co	New Haven	Wire Mesh	
Stamps		A C Gilbert Company	New Haven	Rolock Inc (all meshes and metals)	Fairfield
The Hoggson & Pettis Mfg Co (steel)	141 Brewery St New Haven	The Gong Bell Co	East Hampton	Wiremolding	
Stampings—Small		The N N Hill Brass Co	East Hampton	The Wiremold Company	Hartford
The Greist Manufacturing Co	New Haven	Trucks—Lift		The Wiremold Company	Hartford
The Wallace Barnes Co Div Associated Spring Corp	Bristol	The Excelsior Hardware Co	Stamford	Wire Nuts—Solderless	
Staples		Trucks—Skid Platforms		The Wiremold Company	Hartford
Sargent and Company	New Haven	The Excelsior Hardware Co (lift)	Stamford	Wire Reels	
Steel Castings		Tube Clips		The A H Nilson Mach Co	Bridgeport
The Hartford Electric Steel Co (carbon and alloy steel)	540 Flatbush Ave Hartford	The H C Cook Co (for collapsible tubes)	32 Beaver St Ansonia	Wire Partitions	
Malleable Iron Fittings Co	Branford	Tubing		The John P Smith Co	New Haven
Nutmeg Crucible Steel Co	Branford	The American Brass Co (brass and copper)	Waterbury	423-33 Chapel St	
Steel—Cold Rolled Spring		Scovill Manufacturing Co (copper alloys)	Waterbury	Wire Rings	
The Wallace Barnes Co Div Associated Spring Corp	Bristol	Tubing—Condenser		The American Buckle Co (pan handles and tinner's trimmings)	West Haven
Steel—Cold Rolled Stainless		Scovill Manufacturing Co	Waterbury	Wire Shapes	
Wallingford Steel Company	Wallingford	Typewriters		Bridgeport Chain & Mfg Co	Bridgeport
Steel—Cold Rolled Strip and Sheets		Underwood Elliott Fisher Co	Hartford	Woodwork	
Wallingford Steel Company	Wallingford	Underwood Elliott Fisher Co	Hartford	C H Dresser & Son Inc (Mfg all kinds of woodwork)	Hartford
Steel Goods		Underclearer Rolls		Yarns	
Scovill Manufacturing Co (To Order)	Waterbury	Sonoco Products Co (Climax-Lowell Div)	Mystic	The Ensign-Bickford Co (jute carpet)	Simsbury
Steel Castings		Vacuum Bottles and Containers		Zinc	
The Hartford Electric Steel Co (carbon and alloy steel)	540 Flatbush Ave Hartford	American Thermos Bottle Co	Norwich	The Platt Bros & Co (ribbon, strip and wire)	Waterbury
Malleable Iron Fittings Co	Branford	Vacuum Cleaners		P O Box 1030	Waterbury
Nutmeg Crucible Steel Co	Branford	The Spencer Turbine Co	Hartford	Zinc Castings	
Steel—Cold Rolled Spring		Vacuum Bottles and Containers		Newton-New Haven Co Inc	688 Third Ave West Haven (Advt.)
The Wallace Barnes Co Div Associated Spring Corp	Bristol	Vacuum Cleaners			
Steel—Cold Rolled Stainless		Vacuum Bottles and Containers			
Wallingford Steel Company	Wallingford	Vacuum Cleaners			
Steel—Cold Rolled Strip and Sheets		Vacuum Cleaners			
Wallingford Steel Company	Wallingford	Vacuum Cleaners			
Steel Goods		Vacuum Cleaners			
Scovill Manufacturing Co (To Order)	Waterbury	Vacuum Cleaners			

SERVICE SECTION

FOR SALE—RENT—WANTED

EQUIPMENT FOR SALE. 100 gallons per minute at 100 foot head Centrifugal direct connected motor driven Pump. 5 Horsepower, 220 volt, 3 phase, 60 cycle motor. Installed in 1928, used only intermittently, condition excellent; American Radiator Ideal Cast Iron Sectional Heating Boiler, with automatic water feeder, No. S/07229/10B/0. Installed in 1934, condition excellent; Automatic Electric Direct Connected Hoffman Condensation Pump for the above boiler, 220 volt, installed 1934, condition excellent; Combination Vacuum and Condensation Pump, made by the Chicago Pump Company, their Condo-Vac No. H2V 17. Motor driven with automatic controls for both Condensation and Vacuum, 220 volt, 3 phase. Installed 1928, condition good; One 8" OS&Y Gate Valve which meets Fire Underwriters' and Factory Mutual requirements; Dwight Slate Hand Operated Marking Machine. Address S. E. 261.

AVAILABLE FOR LEASING—2,000 sq. ft. New construction—concrete floor—barred windows—railroad siding—high ceiling—equipped with 3 arc welding machines—8 ft. metal brake—2 hydraulic chipping hammers—5 H.P. compressor—Hartford—formerly made oil tanks. Address R. E. 113.

WANTED—REAMING AND TAPPING FACILITIES—to cut 5-inch pipe thread in grey-iron cast flanges, quantity 500, starting late January. Must be near Hartford. M. T. W. 135.

WANTED—PLASTIC MOULDING FACILITIES located in or near Hartford to supply moulded parts in quantity, 14" long, 5/16" wide, 1/16" thick. Type of plastic material used may be changed to suit facilities available. Work will start in two or three months. If interested, please contact immediately. M. T. W. 136.

WANTED—MACHINE FACILITIES—Seeking subcontractors for precision work on airplane instruments. We are particularly interested in facilities for machining aluminum castings and precision gear cutting equipment. Address M. T. W. 137.

WANTED—Steam boiler capable of heating 4,000 square feet of standard radiation. Address S. E. 292.

FOR SALE—PATENT RIGHTS—Newly developed large-size ram, up to 36-inch drive pipe diameter for use in irrigation and mining, has high efficiency due to patented design, lifting water 30' for each foot of fall, with no cost of operation—Good "after-the-war" product for plant with both machine shop and foundry. Address S. E. 220.

FOR SALE—1 only—A-20 Aftercooler. This compressor has a piston displacement of 12 cubic feet per minute. Address S. E. 243.

FOR SALE—ELECTRIC FURNACE—250-lb. Detroit Electric Furnace, together with necessary transformers and equipment, ready for immediate operation upon installation. New Britain. Address S. E. 245.

FOR SALE—SILK THREAD SPINNERS—We have five belt spinners driven by separate motors, about 100 spindles to each frame. These machines are in first class condition. Also some other thread-making machinery. Address S. E. 249.

FOR SALE—1 Curtis Steam Turbine No. 8678—KW. 100—Speed 3,600—Form E—Steam Pressure 150 lbs.—Condensing. 1 General Electric Alternating Current Generator—No. 482647—P. F. 80%, Type ATB—2-125-3600—Form T—KW 100, Volts 600, Amps 120—Speed 3600. 1 Wheeler Condenser No. 03618—Size 5 x 12 x 10. Address S. E. 251.

FOR SALE—15 Oil or Chemical Storage Tanks—8,000 and 5,000 gallons. Several single phase electric motors—One (1) and one and one-half (1½) Horsepower. 1—20 H.P. 2-phase Electric Motor. Address S. E. 260.

WAR WORK WANTED—Company AAA1 financially rated, with 100,000 square feet working space, has assembly facilities, foot and power presses, hand and automatic screw machines, plain and universal millers, single and multiple head lathes, drill presses, tappers, etc., desires additional war work of a continuous nature. Address P. O. Box 536, Bridgeport, Conn.

EMPLOYMENT

PERSONNEL DIRECTOR—Just completed assignment as Assistant Personnel Director for construction company employing 20,000 workers on Trinidad Army base. Personnel experience includes 3 years H. O. L. C., 4 years in business for self, 4 years Personnel Director of large

New York bank, 4 years Personnel Manager for large steamship line, 6 years Secretary of Appointments at Columbia University. Ample experience in recruitment, job analysis and evaluation, standardization of procedures and standards, House Organ publications and employee organizations. Age 56, health good, college graduate, married. Address P. W. 835.

ORGANIZATION MAN—26 years experience in public relations, advertising, and promotion. Would make excellent executive assistant specializing public relations, editing house organs, organization work. Permanent secretary college class—Yale 1916. Address P. W. 830.

EXPERIENCED BUSINESS MAN—has run a business for 20 years as small manufacturer of shoe creams and cement for chain and department stores—5 years with large firm distributing food products, contacting jobbers and retailers—5 years in wholesale house furnishings—has supervised workers, good personality, high school graduate, age 50, married, Protestant, Hartford area, \$50.00. Address P. W. 770.

PERSONNEL DIRECTOR—25 years' experience as Personnel Manager of a large manufacturing concern in the metal industry employing both males and females. Experience includes—Advance Planning of Needs, Recruiting, Selection and Placement, Induction and Follow-up, Training and Upgrading, Transfers, Promotions, Salary and Wage Changes, Separations, Employee Identification, Employee Records, Employment and Labor Turnover Reports—Federal and State Labor Law Translations, such as the National Labor Relations Act, Fair Labor Standards Act, Walsh-Healey Act, Social Security and Unemployment Insurance Act, the President's Executive Orders on Overtime Payments and the Cost of Living Stabilization—Has handled Group Insurance, Cafeteria, Athletic and Recreational programs, Health and Safety programs, Selective Service Deferments, Apprentice Training, Credit Union, Training within Industry, Collective Bargaining Negotiations and Grievance Procedure. Age 48—married—two children. Address P. W. 774.

PLANT MANAGER—Production Manager—2 years machine design, 2 years marine engineering school, 3 years Business Administration, also advanced business courses—3 years apprenticeship in steel and ordnance plant, became foreman—4 years production engineer. installed standard cost system, planning system, methods and standards, became assistant treasurer—6 years office and credit manager, 3 years sales manager, 3 years market analyst—recently redesigned machinery for war contract, designed all tools, jigs, fixtures, taught new foremen, supervised production—Age 50, married, \$6,000 minimum. Address P. W. 797.

PUBLIC RELATIONS—Age 46, married, 2 children, College graduate—Own advertising agency 10 years—accustomed to pitch in and get things done—trained to analyze a problem, pick out high spots and concentrate on them—some manufacturing production experience—considerable experience working with people—qualified for research, editing house organ, planning, and writing programs to reduce absenteeism, improve morale and bring in new employees. Address P. W. 826.

EXECUTIVE ENGINEER—17 years' experience in administration, organization, production and personnel training in organizations employing up to a maximum of 500 employees—age 43—married—3 dependents—B.S. in M.E., Yale—\$7,500. Address P. W. 859.

FEMALE COORDINATOR—Consultant and advisor on problems connected with employment of women—working conditions—industrial hygiene—canteens—housing—transportation—day care of children—wages and hours—Broad background social work—Vassar A.B.—\$3,500. Address P. W. 836.

TREASURER-COMPTROLLER—Draft exempt—20 years' experience—can take complete charge of cost and general accounting, tax matters, systems, budget—have handled responsibilities of treasurer, comptroller, and office manager—\$7,500. Address P. W. 823.

EXECUTIVE—production or industrial relations—Wide experience in labor relations—President of Coal Operators' Association of Central Pennsylvania for two years, handling labor contracts with the United Mine Workers, during which time had experience on committees definitely negotiating such contracts—experienced in the arbitration of labor controversies and assisted in the preparation of statistical data covering labor costs and market conditions used for presentation to Governmental authorities—Personally handled labor relations of companies of which was president—Considerable industrial production experience. Address P. W. 857.



NEW HAVEN DOCK

T. A. D. JONES & CO.

I N C O R P O R A T E D

B R I D G E P O R T . C O N N . . . N E W H A V E N . C O N N

D I S T R I B U T O R S

BITUMINOUS COAL INDUSTRIAL FUEL OIL

S E R V I N G S O U T H E R N A N D W E S T E R N N E W E N G L A N D

V I A

R A I L . . W A T E R . . T R U C K S

★ "Mr. Brown ? . . . No, he's out!" ★



That's the way Brown's secretary answered his telephone while he was away from his desk and Jones called.

Jones wanted to ask Brown about delivery dates. Brown's secretary could have told him. But all she said was, "He's out!" And Jones said, naturally, "Have him call me."

If Brown's secretary had said instead: "Can I help you?" Jones would undoubtedly have told her what he wanted, and she could have given him the information.

Hundreds of times daily in war-busy Connecticut plants, needless call-backs are being made . . . calls that could have been avoided if secretaries or clerks who answer the telephone would offer their help to the calling party.

But these secretaries or clerks must have the information or know where to get it. That's up to the key men — to see that they do have it.

That would save a lot of wasted time for key men and a heap of needless telephone calls.

THE SOUTHERN NEW ENGLAND TELEPHONE COMPANY

for
PRINTING
 TO HELP YOUR WAR EFFORT
 call
Hartford
 2-2101

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**THE CASE, LOCKWOOD
 AND BRAINARD CO.**
 85 Trumbull St. • Hartford

[A MODERN PLANT, SKILLED WORKMEN AND
 106 YEARS OF EXPERIENCE ARE AT YOUR SERVICE]

**D
 W
 O**

**LOCKWOOD
 & YLLIE
 & OLSON INC.**

ADVERTISING ART
 PHOTO ENGRAVING

HARTFORD, CONN.
 ANN ST.

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